

March 2014

Sentinel

Chicago Police Lieutenant's Association



PRESIDENT'S MESSAGE BY MIKE RYAN

CONTRACT

The membership voted overwhelmingly to accept the contract presented. I think it speaks more to the intelligence of the membership than it does to the contract itself. In order for this agreement to be considered great, there would have to have been more of our objectives in the contract that we were unable to achieve. However, those that voted were realistic in what could be gained in the current climate. I'm told that 75% of the membership casting ballots is a good turnout, but it's hard to imagine that everyone wouldn't vote in something so vital to their employment. The next step is for the contract to be presented to the City Council, which should be at the next meeting in March. Once it gets out of committee, the council will vote on it. After which, the Mayor either signs it right away, or it becomes law after 30 days. Since there isn't anything groundbreaking in this contract and the Council already approved the same financials for the Sgts, it is expected that the process should proceed

without much resistance. We do not have specific dates for each part of the process, so the waiting begins. We will update you via Department email as the contract moves forward.

PENSION

We are going to need better involvement than we got on the contract as the attack on our pension is in full swing. Just look at the front of your property tax bill for an example. Although the



fund deficit was created by politicians, this is a blatant effort to paint Annuitants as the "bad guys." There is no argument that the condition of the various city funds is critical and needs immediate attention, but we differ on whose responsibility it is to fix it. The city politicians have known of the actuarially determined required annual contribution (ARC) funding of the pension in 2015 for about 3 years, yet what has been done to prepare for this day? Nothing. So while the markets have performed at remarkable levels that would have produced gains in any healthy pension fund, ours simply tread water. Another opportunity missed by deferring accepted accounting practices until later. This is why it's imperative to start the ARC funding now, and fight against any "ramp" to actuarial funding.

While all the city pensions are not the same, it is a fact that pension reform has already been

passed on to the Police Department employees. We now *enjoy* a 1 ½ % fixed COLA starting at age 60. New hires are part of a "second" tier with regards to pension benefits (later retirement age, annuity cap, etc) and future retirees will pay for a portion of their health care. We all need to keep continuous pressure on our elected officials with regard to any pension reduction. We Are One – Chicago is a compilation of unions affected by city hall's maneuvering to reduce benefits. It is comprised of police, fire, SEIU, teachers, nurses, AFSCME, to name a few. The goal is to educate the public on the real facts surrounding current benefits (no Social Security, avg annuity, etc). A rally was held in Springfield on 19 February to alert Legislators of our grave concern and get our word out. There will be future action in the Chicago area that will need all of our participation. Information will be forwarded as it becomes available.

Corned Beef & Cabbage Dinner

The March 11th General Membership meeting will feature corned beef from Harringtons. It will take place at the American Legion Post 854 located at 9701 S Kedzie. The meeting starts at 6:00pm with dinner to follow. If you plan on attending, please RSVP to president@cpdlts.com. If you will be there and haven't received your retirement star, please let me know as well.

Let's remember to take care of our people and Stay Safe.

Retiree News *by Terry McMahon*

I want to thank President Ryan and the entire Board for giving me the opportunity to represent the retirees of the Lt.'s Association. I retired in 2010 with 30 yrs. on the job having been assigned to 003, 007, 009, and 126 in my career.

There are many issues that both active and retired Lt.'s have concerns about which include pensions, healthcare, and concealed carry. We, as individuals, have little chance of our voices being heard on these issues. But if we, as a group, support the Board in advocating for issues that affect us all, we have a better chance of being listened to. If we do nothing at all, our collective voices will not be heard on these important issues.

To be able to respond to some issues as a group the Association has to be able to reach out to us for assistance more frequently than just through the newsletter. Unfortunately, because of some computer glitches, the Association does not have contact information for many retirees. I am asking all retirees, and any retiree that you may know, to go the website at <http://www.cpdlts.com>, click on the top Membership Update tab, and update your contact information. Please don't assume that your friends will have read this newsletter. Give them a call, wherever they live, and ask them to update their information also.

Many of our benefits that some of us enjoy have been reduced for active Lt.'s when they retire (ie: healthcare costs & the COLA). If we do not take an active role to keep our own benefits we cannot expect anyone else to fight for us. Many of you have more knowledge and insight than me into the issues that affect us as retirees. I ask that as we go forward you will share your knowledge so that we all, active and retired, will be able to benefit from it. I can be reached at retireerep@cpdlts.com. I hope to see you at the General Membership Meeting & Corned Beef Dinner on 11 Mar 14 at 9701 S. Kedzie, at 6pm.

Terry McMahon
Retiree Representative

The tentative agreement was ratified by the membership by almost a 6 to 1 margin. 131 Lieutenants cast ballots that were counted out of a possible 170 + eligible, (I still hold out hope for 100% return). 19 Lieutenants felt that we could have done better and voted no, I respect their opinion but I believe the risk compared to the reward was too great. It wasn't the best contract (in negotiations nobody gets everything they want) but we did make some historic changes for management Lieutenants which will have some positive effect on their working conditions. Hopefully, the city council will ratify the agreement soon and we can get our raises and back pay.

The next big issue is our pensions. As we can see with the state pension reform which was passed in the state legislature and signed by Governor Quinn they are looking for concessions. The police pension fund already has made concessions when the tier 2 was enacted with the required actuarial funding in January 2011. Already Mayor Emanuel has been asking for a delay in the time frame for actuarial funding scheduled to begin 2015 payable in 2016, pushing it back some 7 years to 2022. **THIS CAN'T BE ALLOWED TO HAPPEN.** An article by Moody's Investors Services; Chicago's Pension Situation Both Positive And Negative, Moody's Reports published December 2013 states that without the additional funding our pension funds could become insolvent by 2022! We must be vocal and let our elected leaders in Springfield know our feelings and let them know that a vote to change our pensions will have consequences in the voting booth.

There are some new sections of the contract pertaining to grievances, mediation and suspensions. Recently, I attended mediation with our attorney, Tom Pleines, and the Lieutenants who were the subject of a CL investigation. Mediation is a process where IPRA or IAD present a limited amount of facts about a CL investigation and a recommendation of a penalty if you admit your guilt to the specified allegation. You do not have to accept the recommendation and anything said cannot be used against you if the investigation goes forward. The process has some flaws but it is a good way to end some old CL investigations. When the new contract takes effect a new provision of the contract states: that the arbitrator can inquire as why the investigation took so long to be completed and can reverse or reduce the penalty sought when evidence shows the city unreasonably delayed the investigation. This should eliminate CL investigations lasting years to complete.

When the new contract is ratified, recommendation for suspension of ten days or fewer will go through summary opinion. The CL file and a one page rebuttal will be given to an arbitrator who will review them and make a finding (award) which is binding on all parties, however, under no conditions will a Lieutenant be required to serve suspension time until an arbitrator has made their award.

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.

Fraternally,

*Dean Stone
Vice-President*



From the Secretary—*Eve Gushes* “News You Can Use”

Membership Meetings

Beginning this year and going forward, the December General Membership Meeting has been permanently moved to January to allow more members an opportunity to attend.

Scholarship Winners

On January 14, 2014 our members gathered at Home Run Inn where the 2014 Nolan Scholarship winners were chosen. Congratulations to Greg Klichowski, Harvey Rubin and Tim Smith whose children will each receive a check for \$500 to help defray educational expenses.

Contract Vote

On January 25th, 2014 ballots were counted regarding the proposed tentative collective bargaining agreement affecting our members. Seventy-seven percent of our membership returned their ballots. The results were 112 votes for the tentative agreement and 19 votes against. Two ballots were returned by members who were ineligible to vote due to promotion or retirement, and one ballot was returned for insufficient address. These 3 ballots were not opened or counted. As we all know, our predecessors worked very hard to get a union and a collective bargaining agreement in place for the rank of Lieutenant. Without their dedication, our working conditions would be subject to the whim of the Department. Thank you to all of our members who returned a ballot and let their voice be heard. If you did not return a ballot, please ask yourself why not. The Executive Board is here to act on behalf of our membership. We need input from all of our members to allow us to make the best decisions that affect our working conditions.

Calendar Books

By now all of you should have received a 2014 calendar book. The vehicle stickers you received last year are good through the end of 2014. If you need Family Membership

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“Random Thoughts” by *Robert H. Stasch*

Have you met the newest members of the Chicago Police Department? They are Officer Snow Storm and Officer Freezing Cold. In my district they have been doing a stellar job. Crimes such as robbery and battery are dropping. So are narcotics and gang related issues. Burglaries on the other hand are up. But Officers Storm and Cold tell me that may be attributed to the fact that many people out of town haven't shoveled their stairs and sidewalks, a good indicator that no one is home.

Anyway, they have been doing a great job and should be considered for meritorious promotion. Some of their relatives are working in the suburbs now and I hear they are doing a great job there to.

Their cousin, Officer Heavy Rain has applied for the Department but it is unsure where on the hiring list he stands. I think he would do a great job also.

William Bratton is again the Police Commissioner in

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“News You Can Use”

Eve Gushes

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cards, please email me and I will get them to you as soon as possible. I will also have some at the March General Membership Meeting.

New Retiree Representative

Welcome aboard to our new Retiree Representative, Terry McMahon. It is a pleasure to be working with Terry as we reconstruct our retiree mailing database. If any of our retirees need a 2014 calendar book or Family Membership cards, please contact Terry at retireerep@cptlts.com. Heartfelt thanks to all of our retirees for your patience as we work with Terry to get back up to speed with keeping you informed about Union happenings and our efforts to fend off the assault on our pensions. A great big "Thank You" to Terry himself for being willing to take on the position of Retiree Representative that has essentially remained vacant since the passing of Joe Maratto in December of 2012.

Next Membership Meeting

Our next General Membership Meeting will be held on March 11th 2014 at 6:00 p.m. at the American Legion Post at 9701 S. Kedzie. Looking forward to seeing all of you there!

*Fraternally,
Eve Gushes
Secretary*



**Goodbye Winter 2013-2014
We will NOT miss you!**



“The District Bid” by Bob Kero

It wasn't that long ago lieutenants did not have any bidding rights. Your assignment was at the discretion of the powers that be and should you bump heads with some boss, oh well, new assignment. You could easily be banished to the other end of the city.

The first step that the Lieutenants Association was able to bargain for was one bid spot per district. One lieutenant in each district was guaranteed a spot and could only be reassigned for just cause. The lieutenant retained that bid spot until he/she retired or bid to another district or was assigned to a specialized unit. At the time it was considered a huge gain for the rights of lieutenants.

After several contracts the Association was able to bargain for 3 bid spots per district. This

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Continued from page 4: **“Random Thoughts”** by Robert H. Stasch

NYC. He is the father of Broken Windows and Comstat and some of the new policing techniques that made the NYPD the darlings of the 1990s because of their success in reducing crime.

Well, apparently, between Bratton's assignments the NYPD was assigning recruits fresh from the academy to foot teams in crime hot spots. The NYPD program was called Operation Impact and was the idea of former Commissioner Ray Kelly. Hmm...sounds familiar to me.

Bratton it seems doesn't like the idea and will be disbanding the program with the upcoming recruit graduation class. Instead of going to Operation Impact they will go to a Precinct assignment. Bratton's reasons are outlined in a good article in the New York Times. In essence, he says that the officer on Operation Impact get the impression that police work is *only* about clearing corners and messing with bad guys. They don't get the complete overview of what community and problem policing is all about. Many, in fact, don't even know how to handle basic calls or write simple reports because that is what they don't do in their present assignment.

It will be interesting what NYPD does next. I'll be watching.

Do you ever notice that the politicians who are calling for pension reform never talk about reforming their own pensions? They are government pensions that they get, aren't they? I wonder why that is.

If I took a wild guess I would bet it the old cliché: Do as I say, not as I do.

What these people will *never* understand is the fact that the lowliest cop or fire fighter does more in one week to earn their pension than a politician does in a couple of years.

I'll advocate give backs to my pension, Mr. Politician, when you give back on yours.

Have you lieutenants noticed that with the new DSS/Watch Operations Lieutenant order and policy that there are insufficient sergeants to go around? I'm thrilled that there was a recent promotion class and I certainly hope that another follows soon.

Besides patrol officers and detectives, what are desperately needed are middle management field supervisors – sergeants and lieutenants. Whenever a department throughout the nation finds itself in deep doo-doo over something, the first thing that is brought up is the lack of supervision for the offending officers.

I would hate to see that happen here...again.

March 11th is the Corned Beef Cabbage General Meeting & Dinner. It's at 97th & Kedzie; the location and directions are in other parts of this issue. Join us, please. Get involved with us at the general meeting to find out what is happening in the department to affect your working conditions and what's happening in City Hall and Springfield to affect your pensions. Most importantly you will find out what your public unions are doing to protect your rights and privileges. After all the CPLA is your association. Be a part of it.

Robert H. Stasch
Treasurer - CPLA

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“The District Bid” by Bob Kero

guaranteed protection for 3 lieutenants in every district. While this was a huge step forward in obtaining rights for our members, it only allowed for vacancies to be recognized when one of the two following things occurred. The first was for openings to be recognized just prior to a new class of lieutenants being assigned. At this point any vacant bid spot was opened for bidding. The other was when there were two or more vacancies in a district. Although better than nothing, there were times that a district could go with a vacancy for over a year. This was an issue that needed to be brought up in contract negotiations.

This Association was able to address this by negotiating quarterly bids. Each quarter the City must make available for bid any recognized vacancies in District Law Enforcement. The first quarter during which this section applied there were 13 recognized vacancies throughout the city. Every one of these vacancies was filled with successful bidders. Since that time dozens of lieutenants have taken the opportunity to bid to their district of choice and be given some security in knowing that they are guaranteed an assignment.

In the event that a recognized vacancy is not bid for, the District Commander of that district has the option of filling that bid with a lieutenant currently assigned to that district. This has only occurred on a couple of occasions.

With the contract that the membership just recently ratified, the Association was able to negotiate an enhancement to the bidding process. The following is the new wording added to Section 32G of our contract:

Prior to the assignment of newly-promoted Lieutenants, the Employer will post the number of management positions in District Law Enforcement equal to, but not greater than, seventy-five percent (75%) of the total complement of newly-promoted Lieutenants. Incumbent Lieutenants shall be eligible to request up to three (3) management positions, which shall be granted on the basis of seniority provided the Lieutenant possesses the present ability to perform the duties of the position. In the event the most senior incumbent Lieutenant submitting such a request is a Unit Bid Lieutenant, that Lieutenant shall surrender his or her Unit Bid position as a precondition to becoming the management Lieutenant in the District in which the management position exists. Article 20, Sections 20.7, 20.12 and 20.13 shall not apply to transfers implemented under this subsection.

This paragraph gives either management or bid lieutenants an opportunity to transfer to district that the city has determined have fewer lieutenants than optimal. Instead of just filling these spots with newly promoted lieutenants, incumbent lieutenants are given the opportunity to fill up to 75% of the available positions. Although not an actual bid position, it is still an opportunity for lieutenants to improve their assignment should they feel the need to do so.

Although our contract has not yet been approved by the City Council, the Department saw fit to implement this section of the contract just prior to the assignment of the latest class of 16 lieutenants. Several lieutenants availed themselves of this opportunity and moved to a district that they feel will be a better fit for them.

The bidding process is a very important and integral part of our contract. Every quarter all vacant bid positions will be made available to our members to bid for. I strongly urge you to make use of this benefit if it will make an improvement in your life. Our contract is there for you; make sure you utilize the benefits that have been negotiated for you and keep our contract strong.

Stay safe and take care of the troops.

Robert Kero
Area Representative

Pension Representative - James Maloney

2013 was another busy year at the Chicago Policemen's Annuity and Benefit Fund. There were 406 retirees for 2013. So far there are 75 retirees for 2014. I would like to take a moment to congratulate all the retirees for your years of service to the City and the Chicago Police Department.

Each month the Fund has hearings on potential disability pensions and also holds status hearings on past disability pension recipients. Decisions are made based upon the medical evidence presented and the testimony that is given. The Fund diligently investigates and reviews all of these applications.

The Fund is still going through a Request For Proposal (RFP) process for fixed income managers. In a low interest rate environment, it is important to seek new fixed income opportunities without adding additional risk.

As I stated in the last newsletter, the outlook for 2014 remains conservative. After a volatile January, the market has rebounded. This up and down market may continue throughout the rest of this year. We are all awaiting any policy or rate change by the Federal Reserve and the new Chairman Janet Yellen.

The Fund had a return of 14.8% in 2013. The Fund has diversified asset allocation in order to reduce risk.

A Pension coalition group, "WE ARE ONE CHICAGO" has been put together to give the correct information about Chicago Pension issues. Go to the website and register.

www.weareonechicago.org A rally was held on February 19, 2014 in Springfield to get the correct facts to Illinois Legislators.

Thank you for your support,

James Maloney
Pension Representative



Annual Corned Beef and Cabbage Dinner & General Membership Meeting



Join us for the General Membership meeting and Corned Beef and Cabbage Dinner on Tuesday, 11 March 2014 at the American Legion Post #854, 9701 S. Kedzie Ave. The meeting starts at 6 pm with the dinner to follow. Please RSVP for the dinner as soon as possible. Complete the response below and send it to Mike Ryan by US mail or CPD mail or by e-mail with your information to president@cpdlts.com



Annual Corned Beef and Cabbage Dinner Response

I will be attending the dinner

Last Name

First Name

Unit or Retired

Please clip this out and send to Mike Ryan by CPD mail to unit 022 or by U.S. mail to 1900 W. Monterey, Chicago, IL 60643

SENTINEL

Standing Watch for Chicago Police Lieutenants

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



CPD Mail

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UPCOMING EVENTS

JOIN US AT THE NEXT
GENERAL MEMBERSHIP MEETING

&

CORNED BEEF & CABBAGE DINNER

11 MARCH 2014

6:00 PM

AMERICAN LEGION POST #854

9701 S. KEDZIE

RSVP