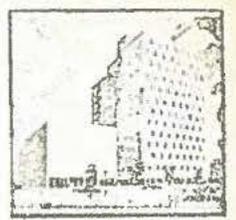


CHICAGO POLICE DEPARTMENT

PAX 501



JAMES B. CONLISK JR. SUPERINTENDENT

4 October 1963

The following is a copy of a letter which I have addressed to His Honor, Mayor Richard M. Daley. Since it covers a matter of great concern to each member of the department, I am using this means of sharing it with you.

2 October 1963

Dear Mr. Mayor:

As you are well aware, the performance of the members of this department in reducing crime during the past year has been splendid and the exemplary manner in which they have handled potentially explosive incidents during the summer has won them the praise of the community. For these reasons and for the very practical considerations set forth in this letter, I wish to enter a very strong plea for the granting of a pay raise for our policemen.

I am mindful that police salaries and fringe benefits have improved substantially during your administration. During the period 1955 to 1960, police salaries were increased about 20%. In 1961, salaries were again raised 7½% and in 1962, another 2½%. In 1963, the police received a uniform allowance of \$100.00. In addition, policemen's wives and families are the beneficiaries of a death benefit of \$2500 which became effective the 1st of January 1962.

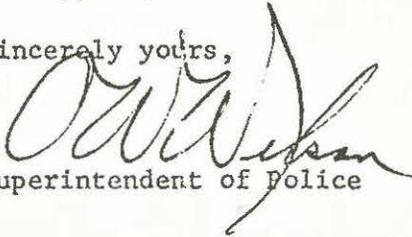
Generous as these raises have been, however, they have not kept pace with the rise in the cost of living or the increases in police salaries in most of the large cities such as New York, Los Angeles, Washington, D.C., and San Francisco. Chicago now ranks 9th among the large cities in starting salaries and 7th in maximum salaries for patrolmen.

Members of the department realize that you favor a pay raise but that you must face the problem of finding the money.

The case for a police pay raise is irrefutable. The police pay scale in Chicago is about 20% below that of New York and Los Angeles; while the cost of living in Chicago is higher than either of these two cities. Even more important, however, is a comparison between what Chicago pays its policemen and what it pays other city employees. The maximum salary of a patrolman is \$516 per year. This is the same annual wage the city pays to employees performing far less responsible tasks. Employees in skilled trades are enjoying annual wages of \$9,000 to \$10,000 and yet their responsibilities are not to be compared with those of a policeman.

In order to continue to improve police service to the citizens of Chicago, we must put ourselves in a position not only to recruit high caliber personnel, but to retain the high quality of young men we have already attracted to the department. I think the public recognizes this; I think they recognize also that the police have earned a pay raise by their past performance. I firmly believe, therefore, that the citizens of our city would be willing to back a pay raise even if it meant an increase in real estate taxes because it would be a sound investment for continued improvement in our police services and I am prepared to take the lead in aiding you to enlist such support.

Sincerely yours,



Superintendent of Police

Honorable Richard J. Daley
Mayor
City of Chicago
Room 507, City Hall
Chicago, Illinois 60602