

# *pax 501...*



23 November 1965

Last Wednesday, November 17th, I appeared before the Finance Committee of the City Council on behalf of Mayor Daley's 1966 budget recommendations for the Chicago Police Department. I am pleased to inform you that the attitudes expressed in this Committee hearing indicate successful passage of a budget appropriation which will provide substantial increases for police personnel during the coming year. It is significant that at the season of Thanksgiving, we can look forward to an improved financial status in caring for our families and loved ones.

Final acceptance of the police budget will not only provide a more equitable pay scale for police officers but will enable an increase in our force and the necessary "shot-in-the-arm" to our recruiting efforts. It appears to me that we have a great deal to be thankful for.

The police budget increase to allow pay raises will not be provided without some impact on Chicago taxpayers who must foot the bill. In spite of legislative failures to provide the city adequate sources of revenue, and the impact of increased expenditures on the property owner, I have heard no disagreement with the need for improved police salaries. There will be, I'm afraid, some policemen who will continue to register disapproval over not reaching the salary levels of other departments. I do not think this is wise from a tactical point of view.

In preparing this PAX 501, I referred to a previous issue dated 14 December 1962. There are some thoughts expressed in that issue which are worth repeating.

"How do we get pay raises? Do we achieve better salaries by insulting and biting the very hands that feed us? Do we achieve better salaries by breaking down - rather than building up - the image of the police officer? Will we achieve better salaries by condemning how much it costs to run the police department? Will we achieve improved salaries by criticizing those things which - for the first time in many years - have won us the support of the community? Obviously, the answer is 'No'.

"I recommend a somewhat different approach that I am convinced will produce better results. We all work for the citizens of Chicago. The aldermen and the Mayor are their elected representatives. Let's impress Chicago citizens with the devotion which the department really has toward fulfilling its responsibilities; with our loyalty toward our city's government and its leaders; and with the magnitude and complexity of the job which we perform. Let's not antagonize local citizens or their elected representatives.

"We have been working hard to build an improved image of ourselves among local citizens. This has been a successful effort. Let's continue to work along these lines. Every patrolman who responds to a call for assistance has an opportunity to create a good impression in behalf of the department. Every officer who comes in contact with a traffic violator can leave a good effect - or a bad one. Every detective, in conducting his follow-up investigation, has an opportunity to create good will for the department. Let's take advantage of these contacts to continue to build respect and admiration for the Chicago police among the people we serve.

"All of us have reason to be proud of the accomplishments of the department in the past several years. Let's boast about these accomplishments. Acquaint your relatives, neighbors and friends with what has been done. Take them on tours of headquarters or your district facilities. The department conducts regular tours, but if each officer promotes interest in these facilities, the end result in the form of public support will be much greater.

"Police officers are modest individuals. They do not often speak out in support of their position. They are somewhat fearful of their superior officers. They are too often the whipping boys of the public. But if we want to advance, all of us must speak out - in behalf of good law enforcement, in behalf of improved police operations, in behalf of our department, in behalf of improved salaries, and in behalf of those measures which will support such salaries. And we must do this in a persuasive, but gentlemanly manner.

"What will be the results of such efforts? I guarantee that you will see evidence of still greater public support. You will find the public willing to provide the funds with which to pay for a constantly improving quality of police service. And you will find that police salaries will be raised to the level that you and I seek."

As the year 1965 draws to a close, it seems that we as a department are continuing the pattern of success established during the previous two years. The success is not measured in terms of crime statistics alone, but also in the attitudes and cooperation of our citizens and in our general acceptance by the community.

Perhaps we have not achieved the ultimate in police salaries. We have made a step in the right direction, however, and your increased efforts to provide improved police service and to gain public support through courtesy and smart appearance will mean a great deal toward future increases. We have made a real start in achieving true professional recognition, through your efforts. I am certain I can count on your continued support and cooperation to advance the department to new heights in law enforcement and professionalism.

May I wish you and your families the joy of Thanksgiving in the realization that this year we have something to be truly thankful for.

