



PAX 501



FRED RICE, *Superintendent of Police*

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I am pleased to announce that the following additional benefits have been granted to sworn members of the ranks of sergeant, lieutenant and captain. Sworn supervisory members will continue to receive the one-half hour administrative overtime as well as four personal days for use during the year. The following additional major benefits will be received in 1985.

WAGES

A salary increase of 4% effective 1 January 1985; and, a 3% salary increase effective 1 September 1985.

UNIFORM ALLOWANCE

In addition to the yearly \$400.00 uniform allowance, each member of the rank of sergeant and above will receive an additional \$150.00 by 1 December 1985. Sworn supervisors were previously given an additional \$200.00 in 1984.

HOLIDAY COMPENSATION

Sworn supervisory members required to work on a holiday will be granted 8 hours of compensatory time and 4 hours of pay.

A supervisor whose regular day off coincides with an established holiday will be credited with 8 hours of compensatory time.

Supervisors whose regular day off coincides with an established holiday and who are required to work an 8 hour tour of duty on that holiday, will be credited with 20 hours of compensatory time and 4 hours of additional pay.

BABY FURLOUGH DAYS

For each of the calendar years of 1984 and 1985, supervisory members with the following years of service shall receive the number of Baby Furlough Days as indicated:

Years of Continuous Service	Baby Furlough Days
10 but less than 15	4
15 or more	5

Baby Furlough Days will be granted pursuant to and in accordance with the Department's policy of granting compensatory time off. Supervisors may use three of their 1984 Baby Furlough Days in 1985 as time off. Baby Furlough Days for 1985 may not be carried over for use as compensatory time days to 1986.

Any 1984 or 1985 Baby Furlough Days not used shall be paid to the eligible supervisors in the following year. Payment shall be based on the salary schedule in effect at the time of payment. Payment shall be made by 1 April 1985 for 1984 Baby Furlough Days and by 1 April 1986 for 1985 Baby Furlough Days.

LIFE INSURANCE

Each Supervisor will receive a \$10,000 life insurance benefit paid by the City, effective 1 January 1985. This is a \$5,000 increase over the benefit granted to supervisors in 1984.

CALL BACK

A call back is defined as an official assignment of work which does not continuously precede or follow a supervisor's regularly scheduled working hours.

Supervisors reporting back to the Employer's premises at a specified time on a regular scheduled work day shall be compensated at straight time for three hours or be compensated at straight time for the actual time worked, whichever is greater. The supervisor will have the option of electing pay rather than compensatory time.

In addition to the aforementioned economic benefits, the following non-economic benefits which are currently given to other sworn members will be afforded to sergeants, lieutenants and captains. These changes will be incorporated into Department directives. The language of some of these items may need modification but, in essence, it will reflect the language provided other officers.

The following is a listing of the affected items: Member's Statements and Interviews; Use of Polygraph; Disclosure; Media Information Restrictions; Employee Security; Political Activity or Campaigning; Religious Holiday Accommodation; Attendance at Coalition Meetings; Disability Income; Accumulation of Compensatory Time and Educational Reimbursement.

Also, at the request of the Coalition of Chicago Police Management Association, furlough selection for sergeants, lieutenants and captains will remain a two-step procedure.

It is my hope that this benefits package will enhance the economic security and working conditions of all supervisory members. Please be assured of my continued attentiveness to your needs and my unqualified support of your efforts on behalf of the Department and the citizens of Chicago.



Superintendent of Police