

Comparison of FOP and City of Chicago
Contract Proposals–Economic
As of June 20, 2008

City of Chicago Proposal		L7 FOP Proposal	
Section 28.1 – Duration		Section 28.1 – Duration	
--5 years		--4 years	
Section 26.1 – Wage Increases		Section 26.1 – Wage Increases	
7/1/07	1.1%	7/1/07	4.00%
1/1/08	2.25%	1/1/10	5.00%
1/1/09	3.00%	1/1/09	5.00%
1/1/10	3.00 %	1/1/10	5.00%
1/1/11	3.25%	1/1/11	5.00%
1/1/12	3.50%	1/1/12	5.00%
		Section 26.1(C)--FTO D-2A pay	
		--FTO to be paid at D-2A level.	
		Section 26.1(D)--FTO Comp. Time	
		--FTO is to receive an additional 45 min. per day of comp. time.	
		Section 26.6--Chicago Living Adjustment	
		--\$3,000 per year.	
		Section 26.7--Wage and Insurance Protection	
		--Me, too clause with Fire and CPD supervisory ranks.	
Section 20.13 – Duty Availability Pay		Section 20.13 – Duty Availability Pay	
1/1/08	\$755 per quarter	7/1/08	\$780 per quarter
1/1/10	\$780 per quarter	1/1/10	\$830 per quarter
Section 21.3 --Uniform Allowance		Section 21.3 --Uniform Allowance	
1/1/08	\$1,900 per year	7/1/07	\$2,000 per year
1/1/10	\$2,000 per year	1/1/10	\$2,200 per year

<p>--Uniform allowance payments required to be used toward uniform purchasing, maintaining, improving, upgrading or replacing.</p> <p>--Employee is to be required to comply with accounting procedures established by the department.</p>	
Section 25–Health Care	Section 25–Health Care
Section 25.1 – Life Insurance	Section 25.1 – Life Insurance
	--\$75,000 or step 10 salary level per year life insurance, which ever is greater.
Section 25.2–Medical and Dental Plan	Section 25.2 – Medical and Dental Plan
<p>--Lodge to sign LMCC trust agreement.</p> <p>--Health care re-opener available to both parties in the event there is a change in health care law mandating significant changes in health insurance benefits, the health care cost containment program under the LMCC does not meet its goals or the Lodge does not become a member of the LMCC trust.</p> <p>----In the event either party does not reach an agreement on issues in the re-opener, either party may re-open the entire agreement. Note: There is no provision for interest arbitration on such an impasse.</p>	<p>--Flexible spending account shall include childcare expenses</p> <p>--Health insurance costs covered for employees who retire at age 55.</p> <p>--Retired officers to participate in the same health plan as active officers and at the same contribution level.</p> <p>--Discounts, refunds and rebates shared equally with city and employee.</p>
	Section 25.3–Ambulance Fees
	--Retirees are to be exempt from ambulance fees.
	Section 25.5–Competitive Bidding
	--Competitive bidding for health insurance.
	Section 25.6–Wellness Benefit
	--Wellness benefit increased to \$1,200 per participant and to be extended to retirees, to be pooled among family members and to apply to testing and immunizations.
	Section 25.7–Additional Health Benefits
	--Health insurance is to include speech therapy, self-inflicted wounds, orthodontia, orthotics , prescribed birth control pills and terrorism health insurance, and benefits during an act of war.
	Section 25.8–Lifetime Maximum Benefit
	--Unlimited lifetime maximum health benefits.
	Section 25.9–In Network Co-payments

	--In-network and out-network co-payment should be the same as in and out of network co-payments for PPO plan. Max. benefit is to be \$2,400 per year.
	Sections 25.10–Vision Plan
	--Vision benefit to apply to all employees.
	Appendix G--Health Care Contributions
	--Employee contributions should be maximized at the wage level at step 7– approximately \$70,000 in 2007.
	Appendix H–Prescription Drug Costs
	--Grandfathering of formulary drugs removed from the formulary list.
Appendix N–Procedures for IOD and Recurrence Claims	
Limits recurrence claims to ten-years from the date of the original IOD	
Article 6–Bill of Rights	
Section 6.1–Conduct of Disciplinary Investigation	
Exceptions to the 24 hour time limit to provide officers with a written copy of statements.	
Electronic recording of statements.	
Section 6.2–Witness Officer’s Statements in Disciplinary Investigations	
Exceptions to the 24 hour time limit to provide officers with a written copy of statements.	
Electronic recording of statements.	
Section 6.4–Photo Dissemination	
Changes dissemination of photos from prior to a conviction for a criminal offense to dissemination of photos prior to the officer being charged with a criminal offense	
Article 8–Employee Security	
Section 8.4–Photo Dissemination	
All sustained CR cases retained for the duration of the officer’s employment with the Department.	
Summary punishment increased to five-year retention	
Section 8.5–Direct Appeal to the Superintendent	
Eliminates direct appeal option.	

Article 9–Grievance Procedure	
Section 9.3–Arbitration of Standard Grievances	
Arbitrator’s Summary Opinions are binding on both parties.	
Section 9.6–Suspension Grievances	
Eliminates direct appeal to Superintendent option.	
Limits officer’s options to either Police Review or grievance, but not both.	
Police board will review recommendation for suspension if officer fails to make an election within ten days. Officer cannot grieve recommendation.	
	Article 12–Promotions
	--Codifies provisions of Shakman decree.
	--Same day testing and grading.
	--Detective merit promotions to be reduced from 20% to 16%.
	Article 17–FOP Representatives
	--Terminate reimbursement obligation for salary and benefits for Lodge president and six FOP officers.
Article 18–Disability Income	
Section 18-3(a)–Non-IOD Limited Duty	
Offers officers up to one year of limited duty assignment for every four years of seniority with a maximum of five years of limited duty assignments	
Officers in limited duty status on the date of implementation of this provision who are in excess of the above terms have 180 days to return to a full duty status, exhaust medical roll time, retire, resign, or apply for disability benefits.	
Article 20–Hours and Overtime	Article 20–Hours and Overtime
	Section 20.2–Compensatory Time
	--Officers may cash up to 200 hours of accumulated comp. time each year.
	Section 20.5–Court Time
	--Court time is to be paid at 3 hours.
	Section 20.6A– Use of FLSA Time and Duty Trade

	--Officers are to be allowed to use accumulated comp. time at the officer's request.
	--Right to have duty trades.
Section 20.7 (A)–Change of Schedule	
Adds: provided that the maximum and notice requirements shall not apply to in-service training that occurs as an adjunct to, or in lieu of, discipline	
Section 20.9 (A)–Day-Off Change	
Adds: provided that the maximum and notice requirements shall not apply to in-service training that occurs as an adjunct to, or in lieu of, discipline	
Section 20.14–Work Schedule	Section 20.14–Work Schedule
--10 hour pilot program mirroring the 10 hour rapid response pilot introduced in January 2005. Areas/Districts to be determined.	--All districts in DLE to operate on 10 hour schedule for officers assigned to second and third watch rapid response cars; all other officers who work a six-three eight hour day schedule.
	Section 20.15–Overtime For Paid Details
	Lodge has extensive proposal for off duty overtime performed at entertainment venues, stadiums, halls, public or private parks or other venues with a seating or standing capacity of more than 10,000 persons.
Article 23–Seniority	
Section 23.9–Filling Unit Duty Assignments	
Detailed members cannot retain a unit duty assignment if voluntarily detailed out of the affected unit and/or watch for more than ninety days.	
	Article 24–Education Reimbursement
	--City Council to appropriate annual budget to provide sufficient amount for each fiscal year with an increment of no less than 10% over the prior year.
Section 25A–Physical Fitness Incentive	
--City proposal on physical fitness program to apply to all employees seeking promotions and to employees who agree to participate.	
Appendix T–Physical Fitness Program	
Establishes physical fitness standards for all Department members, annual physical fitness assessment, and provides guidance and assistance for those not meeting the standards.	

	Section 29(A)–Furloughs
	--Increased furlough time to working day calculation for employees with less than 10 years of service.
	--An increase number of furlough days for employees with more than 10 years of service.
	Section ____–Physical Fitness Incentive
	July 1, 2007–\$500
	July 1, 2008–\$650
	July 1, 2009–\$750
	July 1, 2010–\$800
	July 1, 2011–\$850
	Section ____–Health Fairs–Side Letter
	Lodge seeks to continue current subsidy by City of health fairs.
	Section ____–Drug and Alcohol Testing
Testing for the presence of alcohol while on duty.	
Bidders and/or applicants for special assignments submit to drug and alcohol test prior to appointment.	
Testing for Ecstasy and Anabolic Steroids.	
Testing in any instance where an Officer discharges his weapon, whether on or off duty.	

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