

FRATERNAL ORDER OF POLICE  
CHICAGO LODGE NO. 7  
COLLECTIVE BARGAINING CONTRACT PROPOSALS  
JUNE 6, 2007

**THE LODGE RESERVES THE RIGHT TO CHANGE, DELETE, ADD TO OR  
WITHDRAW ANY PROPOSAL AT ANY TIME FOR ANY REASON.**

**ARTICLE 8  
EMPLOYEE SECURITY**

**Section 8.5 — Direct Appeal to the Superintendent.**

An officer covered by this Agreement who receives a recommendation for suspension for ~~six (6) sixteen (16)~~ days up to and including three hundred and sixty-five (365) days shall have the option of filing a written report within fourteen (14) working days directly to the Superintendent in order to contest the finding, the recommendation for suspension, or to offer new evidence for the Superintendent's consideration.

**Section 8.5A — Discipline Abeyance.**

**An officer may declare a discipline abeyance for a recommendation for suspension time of five days or less. If within one year after the incident giving rise to the recommendation for suspension, the officer has received no further discipline, the suspension time is waived and the time will not be served. Discipline abeyance may be exercised by the officer once during the officer's career.**

**ARTICLE 9  
GRIEVANCE PROCEDURE**

**Section 9.1 — Definition and Scope.**

A grievance is defined as a dispute or difference between the parties to this Agreement concerning interpretation and/or application of this Agreement or its provisions. Summary Punishment shall be excluded from this procedure, except as provided in Article 7.2. ~~The separation of an officer from service is cognizable only before the Police Board and shall not be cognizable under this procedure, provided, however, that the provisions of Article 17 shall be applicable to separations.~~

**Section 9.2 — Procedures, Steps and Time Limits for Standard Grievances.**

**(NO CHANGE PROPOSED)**

**Section 9.3 — Arbitration of Standard Grievances.**

If either party proceeds to arbitration, the following procedure shall apply:

- A. Within ten (10) days, the Employer and the Lodge shall attempt to mutually agree upon an Arbitrator. If they fail to agree, a list of seven (7) qualified neutrals shall be requested from the American Arbitration Association. Within five (5) days after receipt of the list, the parties shall select an Arbitrator. Both the Employer and Lodge each shall alternately strike names from the list. The remaining person shall be the Arbitrator.
- B. The Employer or the Lodge, by mutual agreement, may submit the matter to expedited arbitration under rules to be determined by the parties. Discipline cases may be processed under Expedited Arbitration Rules agreed upon by the parties and subject to the jurisdictional and procedural limitations of the parties' Expedited Arbitration Rules.

Whenever discipline cases are processed pursuant to the parties' Expedited Arbitration Rules, the parties shall submit the cases to a screening process, known as the Summary Opinion Process, and the Arbitrator designated by the parties for the process shall issue a Summary Opinion. This report shall be submitted to the parties and reviewed by them each month. The parties shall meet and discuss the recommendations contained in the Summary Opinion for a minimum of two days each month. In the event the cases are not resolved based upon discussions of the parties, the Arbitrator's summary recommendations will not be binding upon the parties. Any cases not resolved by the Summary Opinion Process shall be submitted to arbitration under the parties' Expedited Arbitration Rules. The Arbitrator shall issue a minimum of ten (10) Summary Opinions each month.

In all discipline cases, Department Complaint Register files shall be provided to the Lodge promptly after request by the Lodge, or Lodge representatives who are sworn members of the Department shall be allowed to use Department copying equipment to copy the requested Complaint Register files, with appropriate supervision.

- C. The parties shall develop a roster of 12 arbitrators who shall commit to pre-schedule hearing dates on a regular basis. From this roster the parties shall schedule a minimum of six (6) cases to be heard in expedited arbitration. The parties shall have the option in any month to decrease the number of cases to be heard that month in expedited arbitration and refer the remainder of cases to the Summary Opinion Process, but only upon mutual agreement to exercise this option. The total number of cases to be heard in either expedited arbitration or the Summary Opinion Process shall be a minimum of twenty-five (25) cases per month. The parties shall make every effort (including the substitution of cases in the event of settlement or inability to try a case when scheduled) to insure that such dates are not cancelled.

The parties shall avoid continuances. Requests for continuances are disfavored and shall be granted only upon showing good cause.

- D. The roster of twelve (12) arbitrators agreed upon by the parties shall also be assigned disciplinary cases to be presented on an expedited basis. The Lodge shall designate each month the cases to be presented to an arbitrator who is on the roster of arbitrators, and the City shall participate in the selection of an arbitrator from this roster. The arbitration hearing shall be presented on an expedited basis before the arbitrator so selected by the parties under the parties' expedited arbitration rules. If the Employer resists presenting such a grievance within the time frame of the Expedited Arbitration Rules, the grievant shall be deemed to have prevailed on the grievance.**

**Section 9.3A Election of Remedies.**

- A. Upon receipt of the Superintendent's recommendation for separation, the officer may elect to request a full hearing before the Chicago Police Board or, with the approval of the Lodge, may elect to file a grievance pursuant to the grievance and arbitration procedure set forth in this Agreement to challenge the discipline imposed and recommended.**
- B. The officer shall notify the Department of his election within twenty-one (21) calendar days from receipt of the Superintendent's recommendation for separation. The election executed by the officer shall be irrevocable.**
- C. The option to proceed either to the Police Board or to the grievance and arbitration procedure is mutually exclusive. If the officer elects to proceed to grievance and arbitration, the officer will be deemed to have waived the rights to appeal the discipline ordered and recommended to the Police Board. If the officer elects to proceed to the Police Board, the officer will be deemed to have waived all rights to file a grievance and arbitrate the discipline imposed and recommended.**
- D. If the officer elects to have the recommendation for separation heard by the Chicago Police Board, the review of that recommendation for separation shall be governed by the Rules and Regulations of the Chicago Police Board and applicable law except as modified by this Agreement. The Superintendent shall not file formal charges with the Police Board until the**

officer has notified the Department in writing of his irrevocable option for a hearing before the Chicago Police Board. If the Police Board determines that there is or is not just cause for discipline, it retains the disciplinary and remedial authority, whichever is applicable in accordance with the provisions of applicable law.

- E. If the officer elects, with the approval of the Lodge, to file a grievance as to the Superintendent's recommendation for separation, the grievance shall be filed at Step 4 and shall be processed in accordance with this Agreement. Any election by the officer to file a grievance, shall be signed by the officer and the Lodge and shall contain a signed statement from the officer which waives any and all rights he/she may have to request a hearing before the Chicago Police Board. In the event the Lodge advances the grievance to arbitration, the officer will not be separated from the Department until the Arbitrator rules on the merits of the grievance.
- F. Once the Lodge notifies the Department of the election to challenge the Superintendent's recommendation for separation, the recommendation of the Superintendent shall be deemed final and subject to review through the grievance and arbitration procedure.
- G. If the Arbitrator determines that the recommendation for separation is not supported by just cause, the arbitrator shall have the authority to rescind or modify the recommendation for separation and order the officer be made whole for any losses incurred as a result of the discipline imposed and recommended or any portion thereof, that is not sustained by the Arbitrator.
- H. The decision of the Arbitrator or the Police Board, whichever is applicable, with respect to the discipline imposed or recommended shall be final and binding on the officer, the Lodge and the Department, subject only to appeal in accordance with the provisions of applicable law.

**ARTICLE 12  
PROMOTIONS**

**It is the intent of the City of Chicago and the Chicago Police Department that the promotion and assignment of police officers shall be undertaken without regard to political affiliation or influence. It is agreed that the City, the Department, members of the City Council, and any person or agent of the City of Chicago who can affect the promotion and assignment of police officers will not discriminate against an officer or appoint an officer based upon the officer's political affiliation, political support or activity, political financial contribution, promises of such political support, activity or financial contribution. No promotion or assignment decision shall be based upon, conditioned upon or affected by the officer's political sponsorship or recommendation. Officers will not be required to contribute money, purchase or sell tickets for, campaign for or against, endorse or work for or against any political organization or candidate.**

For positions within the bargaining unit for which there is an appointment, selection and promotion process, the Employer will provide the Lodge with copies of any department level directives announcing an appointment and selection process, if any are issued, prior to the time the process is initiated. The Employer will provide the Lodge with the names of officers appointed to those positions. At the Lodge's request, the Employer will provide the Lodge with material regarding the selection and appointment process.

**For all promotional** examinations that are announced and administered after the ratification of this Agreement which include a written qualifying test, each applicant who takes the written qualifying test shall be given a copy of his or her answer sheet prior to the departure from the test site. **Written examinations shall be graded at the examination site on the day of the examination immediately upon completion of the test, and every candidate who has participated in the examination process shall obtain his/her score on the examination prior to leaving the examination site.** Applicants will be allowed to review a copy of the written qualifying test and to challenge items on that test, in writing, during an announced challenge period. **Officers will be allowed to review answers to the examination that the examiners consider correct, and the review shall be held within one week of the examination.**

After the BIS D2A selection process is complete and the promotional list has been finalized, the City shall provide the Lodge with a copy of the list, a copy of the written qualifying test and the correct answer key.

The Employer will announce BIS D2A examinations sixty (60) days before the examination is administered, whenever possible. **The BIS D2A written promotional examination shall be conducted at the one location north of Madison Street and one location south of Madison Street.**

**Promotions for the D2A position of detective shall be determined on the basis of rank order placement on the promotion list based on the highest to the lowest total points scored on all components of the promotion. Promotion candidates shall be selected in rank order from this list, except that the Department may select sixteen percent (16%) of the persons promoted on the basis of meritorious achievement.**

**ARTICLE 17  
FOP REPRESENTATIVES**

For the purposes of administering and enforcing the provisions of this Agreement, the Employer agrees as follows:

**Section 17.1 — Meeting Participation and Scheduling. (NO CHANGE PROPOSED)**

**Section 17.2 — Leave from Duty.**

In addition to the Lodge President, six (6) officers covered by this Agreement shall, upon written request, be granted leave from their duties for the Employer for the purpose of performing full time duties for the Lodge. During such a leave, the Employer will continue to pay said officers all salary and maintain all benefits, including pension contributions and seniority accruals, as if the officers were on full duty with the Employer, ~~provided that, effective July 1, 2001, the Lodge reimburses the Employer an amount equal to the salary and benefits and provided that the Employer shall remain responsible for its portion of the pension contribution.~~ The duration of such a leave shall not exceed three (3) years, but shall be renewable in the same duration. Such leaves may be revoked only by written notice to the Employer from the President of the Lodge. Up to two (2) additional officers covered by this Agreement who shall be elected to a State Lodge and/or the National Office of the Fraternal Order of Police shall, upon written request, be granted leave from duties for the Employer under the same terms and conditions previously set out in this Section.

**ARTICLE 18  
DISABILITY INCOME**

**Section 18.9 — Employer Responsibility for Hospital, Medical and Prescription Costs and Pension Contributions.**

Pending the final determination of benefits by the Fund, officers covered by this Agreement who apply for duty, ordinary or occupational disability benefits will be required to contribute the same amount as active officers for health care benefits; and the Employer will continue to provide the same health care benefits.

Officers who receive duty, ~~or~~ occupational, **or ordinary** disability benefits will continue to receive those benefits at no cost without any refund of their previous contributions. ~~Officers who are awarded ordinary disability benefits will be required to contribute at the Public Health Services Act (PHSA) rate reduced by the administrative fee of 2%, as of the first day of the month following the Fund's final determination of the officer's claim.~~

The Employer agrees to pay all hospital, medical and prescription costs of an officer who is on a leave of absence for duty or occupational disability purposes, all at no cost to the employee. The Employer shall make pension contributions on behalf of the employee as if the employee had remained in active service.

**Section 18.10 — Medical Benefit Statement. (NO CHANGE PROPOSED)**

**Section 18.11 — Employee Responsibility on Medical Roll.**

**An employee on the medical roll for any reason other than IOD, and required to comply with the Department's rules for stationary recuperation may leave his residence for a reasonable period of time to acquire medical services or products, obtain food, vote, attend religious services, bring a child to or from the child's school or related activities, or attend to an emergency situation.**

**The Department is limited to one home visit per day between 0800-2100 for employees on stationary recuperation.**

**ARTICLE 19  
BEREAVEMENT LEAVE**

**Section 19.1 — Death in Family.**

The Employer agrees to provide to officers leave without loss of pay, as the result of death in the family, not to exceed three (3) consecutive days which may be taken at any time within seven (7) days of the family member's death (except for brother-in-law and sister-in-law which shall be for the day of the funeral only). ~~including regularly scheduled days off, immediately following the death of a member of the immediate family.~~

Annual and time-due furlough will not be extended as a result of death occurring in the officer's immediate family during such furlough unless the death occurs during the last three (3) days of the furlough period, at which time the procedure outlined above will be followed.

**ARTICLE 20  
HOURS AND OVERTIME**

**Section 20.2 — Compensation For Overtime.**

All approved overtime in excess of the hours required of an officer by reason of the officer's regular duty, whether of an emergency nature or of a non-emergency nature, shall be compensated for at the rate of time-and-one-half. Such time shall be computed on the basis of completed fifteen (15)-minute segments.

The officer shall have the option of electing pay or compensatory time, at the rate of time-and-one-half, for approved overtime hours worked provided that, effective April 15, 1986, officers may accumulate a maximum of 480 hours compensatory time as a result of earned overtime for hours worked in excess of 171 per 28 day period.

An officer may exchange (cash in), accumulated compensatory time not to exceed two hundred (200) hours each year of this Agreement at the officers' hourly rate at the time of the payment. Application for such exchange shall be on a form provided by the Employer and at a time each year set by the Employer. In no event shall payment be made any later than March 1 of the year following application.

**Section 20.3 — Sixth and Seventh Day Work. (NO CHANGE PROPOSED)**

**Section 20.4 — Call-Back. (NO CHANGE PROPOSED)**

**Section 20.5 — Court Time.**

Officers required to attend court outside their regularly scheduled work hours shall be compensated at the overtime rate with a minimum of ~~two (2)~~ **three (3)** hours, except (1) if the court time is during the officer's compensatory time and the officer knew of the court date before his or her request for compensatory time was approved, (2) while the officer is on paid medical leave, or (3) if the officer is compensated for such time by a secondary employer.

Officers required to attend authorized court or authorized pretrial conferences within one (1) hour immediately preceding their normal tour of duty will be compensated at the overtime rate for one (1) hour. Officers required to attend authorized court or authorized pretrial conferences commencing during their tour of duty and extending beyond the normal end of the tour of duty will be compensated at the overtime rate on the basis of completed fifteen (15)-minute segments. This overtime will be computed from the end of the normal tour of duty to the sign-out time at court or at conclusion of the pretrial conference.

Court appearances during off-duty hours will be credited at the rate of time-and-one-half with a minimum of two (2) hours when the actual time spent in court is two (2) hours or less. When the actual time spent in court exceeds two (2) hours, overtime will be computed on the basis of completed fifteen (15)-minute segments. Appearances at more than one court on the same day will be computed at the rate of time-and-one-half in the following manner:

- A. When the time between court appearances exceeds two (2) hours (sign-out time from the first court to sign-in time at the next court), a minimum of two (2) hours will be credited for each court appearance.
- B. When the time between court appearances is two (2) hours or less, overtime will

be computed on the basis of completed fifteen (15)-minute segments for the total time between sign-in at first court and sign-out time at the last court.

A minimum of two (2) hours will be credited when this total time is two (2) hours or less.

**Section 20.6 — Volunteer Tour of Duty. (NO CHANGE PROPOSED)**

**Section 20.6A —Use of FLSA Time and Duty Trades.**

**A. Officers shall be allowed to use accumulated compensatory time at the request of the officer.**

**B. An officer will be allowed to change or trade a regularly scheduled day of work with another officer when a voluntary request for such a change or trade is submitted on a Department form approved by the Lodge and when the officers' District Commander approves the change or trade. Such request must be submitted and approved at least twenty-four hours prior to the requested change or trade. All trades will be within the same district.**

**All changes and trades must be reconciled by the parties involved in the change or trade prior to promotions, reassignments and retirements. All payback days must be completed within four months of the first exchange or trade. Paybacks may be implemented either before or after the exchange or trade.**

**On the day of the exchange, proper entries will be made in the district's Attendance and Assignment record.**

**Approved changes or trades that are prevented from being consummated because of some unforeseen event will be address in the following manner:**

**1. The Employer in an effort to cover all unforeseen events that may result in shortages of manpower relative to exchanges or trades, will provide for necessary manpower by detailing an employee in order to maintain orderly scheduling.**

**2. After the Employer determines which employee owes the duty time, the Employer shall request payment of this time within four (4) months of the change or trade. Time owed and not paid back to the Employer within the four (4) month period may at the Employer's discretion result in docking of the time owed. Lodge 7 will be advised of any contemplated docking.**

**It is expressly understood, however, that the Employer can request payment of the time owed in order to accomplish orderly scheduling of manpower and the emergency needs of the Department. In addition, payment of this time will be accomplished without regard to the District's seniority and overtime assignment list.**

**It will be the responsibility of the employee when granted a change or trade to insure that the member scheduled to work is notified of the particular request being approved or denied.**

The immediate supervisor of employees who have requested a change or duty trade shall document in the district CO book the approval or disapproval of the request. The immediate supervisor on the day of the change or trade shall make proper entries in the District Attendance and Assignment record.

Section 20.7 — Change of Schedule. (NO CHANGE PROPOSED)

Section 20.8 — Stand-By. (NO CHANGE PROPOSED)

Section 20.9 — Day-Off Change. (NO CHANGE PROPOSED)

Section 20.10 — Day-Off Group Assignment. (NO CHANGE PROPOSED)

Section 20.11 — Accumulation of Compensatory Time. (NO CHANGE PROPOSED)

Section 20.12 — Back to Back Shifts on Change Day. (NO CHANGE PROPOSED)

Section 20.13 — Duty Availability Allowance.

- A. Effective on each of the following effective dates, all officers shall be paid the following quarterly amounts:

<u>Effective Date</u>	<u>Per Quarter</u>
January 1, <del>2004</del> <u>2008</u>	<del>\$680.00</del> <u>\$780.00</u>
January 1, <del>2006</del> <u>2010</u>	<del>\$730.00</del> <u>\$830.00</u>

- B. In accord with applicable law, the Employer shall treat duty availability allowance payments as pensionable.
- C. Entitlement to duty availability pay is not dependent on an officer being present for duty for an entire pay period.

Section 20.14—Work Schedule

- A. Effective January 1, 2008, the parties agree that all Districts encompassed in District Law Enforcement shall operate on a ten hour schedule for officers assigned to the second and third watch rapid response cars (which will result in additional watches.) The ten (10) hour schedule shall be the same as the CHA rotating schedule.
- B. All other officers working in a non-administrative capacity will work a six-three (6-3) eight (8) hour day schedule as indicated in Exhibit A.
- C. Officers will bid to the ten (10) hour shift pursuant to Article 31. Officers assigned to the ten (10) hour shift will not be subject to the reverse seniority provisions of Sections 31.5 and 31.6.
- D. Notwithstanding any other provision of the collective bargaining agreement between the parties, the following provisions and understanding shall be in effect:
  - 1. The normal tour of duty for the ten (10) hour shift will be ten-and-one-half (10-1/2) hours, which includes a one-half (1/2) hour uncompensated lunch period. The parties agree and understand that

if an officer is required to perform work during this one-half (1/2) hour meal period, the officer may request overtime compensation in accordance with the terms of the Agreement.

2. The Lodge waives the overtime provisions of Section 20.1 of the Agreement insofar as that section requires payment of overtime for all hours worked in excess of the normal work day of eight (8) hours. Overtime in excess of the normal tour of duty will be compensated at the overtime rate.
3. Officers with straight day furloughs will be given the same number of straight furlough days in the ten (10) hour schedule; remaining days to be converted to hours.
4. Officers will receive ten (10) hours of holiday compensation for holidays occurring on their day off and will be further compensated with ten (10) hours of compensation and five (5) hours of holiday compensation when those officers are required to work a ten (10) hour shift on a holiday.
5. A personal day, if used, will be worth a tour of duty, ten (10) hours for those officers working a ten (10) hour schedule and baby furlough days will be worth eight (8) hours each. An officer assigned to the ten (10) hour schedule who wishes to use a baby furlough day will be required to use an additional two (2) hours of compensatory time.

**ARTICLE 21  
UNIFORMS**

**Section 21.3 — Uniform Allowance.**

~~Beginning in 2002, each officer shall receive a uniform allowance of \$1,500.00 per year, payable in three (3) installments of \$500.00 on February 1, August 1, and December 1 of 2002. Effective January 1, 2004, each officer shall receive a uniform allowance of \$1,600.00 per year, payable in three (3) installments of \$533.34 on February 1, August 1, and December 1 of 2004 and 2005. Effective January 1, 2006, each officer shall receive a uniform allowance of \$1,800.00 per year, payable in three (3) installments of \$600.00 on February 1, August 1, and December 1 of 2006 and 2007.~~

Effective July 1, 2007, each officer shall receive a uniform allowance of \$2,000 per year payable in equal installments on July 1, 2007, October 1, 2007 and December 1, 2007. Effective January 1, 2008, three installments of \$667 on February 1, August 1 and December 1 of 2008 and 2009. Effective January 1, 2010, each officer shall receive a uniform allowance of \$2,200 payable in three installments of \$733.00 on February 1, August 1 and December 1, 2010 and 2011.

**ARTICLE 23  
SENIORITY**

**Section 23.1 — Definition and Application.**

- A. Seniority shall be defined as an officer's continuous length of service from the date of last hire as a police officer, subject to subsection B below.

The seniority of an officer retained beyond the ~~twelve (12)~~ eighteen (18) month probationary period shall date back to the last date of hire as a police officer and be subject to the deductions provided in subsection B.

In the event two or more officers have the same seniority date, the older officer, as determined by referring to the officers' date of birth as recorded on their employment application, shall receive the higher seniority status.

- B. There shall be only one seniority for officers covered by this Agreement and that seniority shall control for the purpose of determining rights, benefits, and other conditions of employment affected by seniority under this Agreement, subject to the following:

1. Suspensions occurring before July 1, 1981 shall be deducted in computing continuous length of service for purposes of determining advancement within the salary schedule, amount of furlough, and seniority for other purposes covered by this Agreement.

2. All absence from the Employer's service without pay as a result of leaves for more than thirty (30) days (other than military, duty, occupational or ordinary disability) and all unexcused absences shall be deducted in computing continuous length of service for purposes of determining advancement within the salary schedule, amount of furlough, and seniority for other purposes covered by this Agreement.

3. Effective January 1, 1984 only the days absent in excess of a thirty (30) day leave from the Employer's service without pay (other than military or duty disability) shall be deducted in computing continuous length of service for purposes of determining advancement within the salary schedule, amount of furlough, and seniority for other purposes covered by this Agreement.

- C. The seniority for officers who resigned after August 18, 1981, applied for reinstatement within one (1) year, and were subsequently rehired prior to January 1, 1984 shall be computed by deducting time lost due to resignation and as provided for in subsection B.

- D. The seniority of an officer and the employment relationship shall be terminated in the following circumstances:

1. Resignation;
2. Separation (discharge);

**Section 23.2 — Furlough Scheduling. (NO CHANGE PROPOSED)**

**Section 23.3 — Promotion. (NO CHANGE PROPOSED)**

**Section 23.4 — Seniority List. (NO CHANGE PROPOSED)**

**Section 23.5 — Priority Schedule for Use of Elective Time. (NO CHANGE PROPOSED)**

**Section 23.6 — Overtime for Pre-Planned Events. (NO CHANGE PROPOSED)**

**Section 23.7 — Holiday Assignment. (NO CHANGE PROPOSED)**

**Section 23.8 — Filling Recognized Vacancies.**

This Section shall apply only to the following: Public Transportation Section including the Public Transportation Canine Unit, Public Housing Sections North and South, the Special Activity Section, Traffic Section/Detail Unit, Traffic Enforcement Unit, Traffic Court/Records Unit, Traffic Safety & Training Unit, Major Accident Investigation Unit, Loop Traffic, District Law Enforcement, Airport Law Enforcement North and South, Mounted Unit, Marine Unit, Gun Registration Section, Records Inquiry Section, Field Inquiry Section, Evidence & Recovered Property Section, Police Document Services Section, Central Detention Section, Auto Pound Section (D-1 Officers), Electronics and Motor Maintenance Division (D-1 Officers), Office of Emergency Communications (excluding the Alternate Response Section), Area Criminal Investigations, Missing Persons Section, Juvenile Court Liaison Section, Youth Investigation Group Areas (excluding Youth Investigation Group Special Investigation Unit and Youth Investigation Group Administration), Auto Theft Section, Bomb and Arson Section (except bomb technicians), excluding the immediate staff of each exempt commanding officer not to exceed two (2) staff members.

A vacancy for purposes of this Section (“recognized vacancy”) exists when an officer is transferred, resigns, retires, dies, is discharged, when there are new units created, or when the Department increases the number of employees in a unit, except for details for not more than three (3) months, provided that, in any event, this Section 23.8 shall not apply to (1) the Summer Mobile Force detail from the last change day before Memorial Day to the first change day after Labor Day, and (2) the Auto Snow Tow detail from the last change day before December 1 to the first change day after April 1. The Employer shall determine at any time before said vacancy is filled whether or not a recognized vacancy shall be filled. If and when the Employer determines to fill a recognized vacancy, this Section shall apply.

In order to avoid the inefficiency of chain-effect bidding, the vacancy created by the reassignment of a successful bidder shall be a recognized vacancy herein; however, subsequent vacancies created thereby shall be filled within the Department’s discretion. Further, there is no recognized vacancy created as a result of emergencies, or when an officer is removed for disciplinary reasons for up to 30 days. When an officer is removed for disciplinary reasons for more than 30 days, a recognized vacancy is created.

The Employer shall post a list of recognized vacancies, if any, stating the requirements needed to fill the opening, at least 14 days before the start of the 28-day police period. A copy of such postings shall be given to the Lodge.; Non-probationary officers within the same D-1 salary grade or D-2 job classification, within 72 hours of the time the list has been posted, may bid on a recognized vacancy in writing on a form to be supplied by the Employer. One copy of the bid shall be presented to the Employer; one copy shall be forwarded to the Lodge; and one copy

shall be retained by the officer. Bidding under this Section 23.8 may only be for a recognized vacancy in a specific unit without regard to shift, day off, unit duty assignments, etc. The Employer shall respond to the successful bidder and the Lodge no later than 3 days prior to the change day for the new 28-day police period. During the bidding and selection process, the Employer may temporarily fill a recognized vacancy by assigning an officer to said vacancy until the recognized vacancy is filled.

An eligible bidder shall be an officer who is able to perform in the recognized vacancy to the satisfaction of the Employer after orientation without further training. The Employer shall select the most senior qualified bidder when the qualifications of the officers involved are equal. In determining qualifications, the Employer shall not be arbitrary or capricious, but shall consider training, education, experience, skills, ability, demeanor and performance, except that the parties recognize that the unique operational needs of the Employer require flexibility in the delivery of public service and to meet this need the Employer may fill 20% of the recognized vacancies within its discretion, ~~provided that, if the Employer does not utilize any or all of its 20% exception in any personnel order, the remainder of the unused exception may be carried forward and used to fill future recognized vacancies within a twelve (12) month period.~~ **provided that the employer may not carry forward any of its 20% exception in any personnel order.**

~~Upon the effective date of this Agreement, an exception to the above paragraph will apply to Airport Law Enforcement North and South, and the Traffic Section/Detail Unit, 33% of all recognized vacancies in each of these units occurring after the ratification of the Agreement shall be filled by bid.~~

Bidding procedures will be done in conformance with the Memorandum of Understanding in this Agreement. The successful bidder may not bid for another recognized vacancy for one (1) year unless reassigned by the Employer during that year. A successful bidder may not be reassigned except for (1) emergencies for the duration of the emergency, (2) for just cause or (3) where the Superintendent determines that the officer's continued assignment would interfere with the officer's effectiveness in that assignment. When there are no qualified bidders, the Employer may fill the recognized vacancy ~~within its discretion.~~ **in reverse seniority order.**

**Field Training Officer assignments shall be available in each of the Department's districts covered by this section.**

### **Section 23.9 — Filling Unit Duty Assignments.**

This Section shall apply only to the following jobs within the units set forth in Section 23.8: Warrant Clerk, Summary Investigation Detective, Review Investigation Detective, Review Officers, Detective Division Administrative Desk Duty Assignment, Area Youth Investigations Administrative Desk Duty Assignments (limited to one bid position each for the second and third watch in each area); and District Desk, District Watch Relief, Lockup, or Airport Law Enforcement Section Explosive Detection Canine Officer only as specifically set forth below. The Employer agrees not to eliminate any Unit Duty Assignments listed in this Section for the duration of this contract.

An opening in a unit duty assignment for purposes of this Section ("recognized opening") exists when an officer performing the above unit duty assignments is to be transferred, resigns,

retires, dies, is discharged, when there are new unit duty assignments created, or when the Department increases the number of employees in a unit, except for details for not more than three (3) months. An officer's assignment to a detail shall not be rolled over solely for the purpose of avoiding the effect of this Section. The Employer shall determine at any time before said opening is filled whether or not a recognized opening shall be filled. If the Employer decides to fill a recognized opening utilizing Section 18.4, the Employer must provide the Lodge with the name of the limited duty officer within ten (10) days of filling the recognized opening. If and when the Employer determines to fill a recognized opening other than utilizing Section 18.4, this Section shall apply. Further, there is no recognized opening created as a result of emergencies, or when an officer is removed for disciplinary reasons for up to thirty (30) days. When an officer is removed for disciplinary reasons for more than thirty (30) days or when an officer is relieved of his or her police powers for more than ninety (90) days for reasons other than placement on the medical roll, a recognized opening is created.

In the event a recognized opening is to be bid under this Section, the Employer shall post within the unit on the first Wednesday of the next police period a list of recognized openings therein, if any, stating the requirements needed to fill the opening. This list will remain posted for seven (7) calendar days. A copy of such postings shall be given to the Lodge at the time of the bid posting. Non-probationary officers within the same unit and within the same D-1, D-2 or D-2A job classification, may bid on a recognized opening in writing on a form to be supplied by the Employer. One copy of the bid shall be presented to the Employer, one copy shall be forwarded to the Lodge, and one copy shall be retained by the officer. The Employer shall respond to the successful bidder and the Lodge no later than three (3) days prior to the change day for the new 28-day police period. During the bidding and selection process, the Employer may temporarily fill a recognized opening by assigning an officer to said opening until the recognized opening is filled by bid; however, the Employer may not assign officers to a vacated position to avoid bidding the recognized opening.

An eligible bidder shall be an officer who is able to perform in the recognized opening to the satisfaction of the Employer after orientation. The Employer shall select the most senior qualified bidder when the qualifications of the officers involved are equal. In determining qualifications, the Employer shall not be arbitrary or capricious, but shall consider training, education, experience, skills, ability, demeanor and performance.

The successful bidder may not bid for another recognized unit duty assignment opening for one (1) police period year. A successful bidder may not be reassigned except for (1) emergencies for the duration of the emergency, (2) for just cause, (3) where the Superintendent determines that the officer's continued assignment would interfere with the officer's effectiveness in that assignment, or (4) temporary unit duty assignments for operational needs, provided the Employer shall not fill the vacated unit duty assignment. When there are no qualified bidders, the Employer may fill the recognized opening within its discretion. Unit duty assignments in District Desk, District Watch Relief, or Lock-up shall be treated in accordance with this Section 23.9 in all respects except the following: (1) only non-probationary officers within the same watch and within the same D-1 salary grade shall be eligible to bid for recognized openings in such assignments.

The District Watch Secretary position may be filled at the Employer's discretion. These positions are limited to one (1) position per watch in each district. If the Employer decides to fill the District Watch Secretary position, the daily unit duty assignment sheets will identify the

officer assigned to the District Watch Secretary position. The duties and responsibilities of the District Watch Secretary are to be determined by the Employer provided that the lockup, review and the desk officer bid positions as set forth in the Agreement shall be filled by either the bid officer or District Watch Relief personnel prior to filling these positions with the District Watch Secretary.

If the Employer violates this Section by improperly filling a recognized opening by not placing the opening up for bid, the affected officer(s) will be compensated at the rate of time and one-half in quarter hour increments until the violation is remedied. The Employer is granted the ability to remedy the violation without waiting until the next police period.

If the Employer violates this section by improperly selecting a bidder or improperly determining qualifications for a recognized opening, the affected officer(s) will be compensated at the rate of time and one-half in quarter hour increments up to a maximum of fifty (50) hours of compensatory time.

**Section 23.10 — Non-Disciplinary Demotion. (NO CHANGE PROPOSED)**

**Section 23.11 — Details.**

**The number of officers who may be assigned to a detail outside of an officer's unit of assignment shall not exceed five (5%) percent of the authorized strength for the units listed in Section 23.8.**

Officers assigned to units designated to provide personnel to the Summer Mobile Force, Expressway Detail, Auto Snow Tow Detail, and the Winter Holiday Season Traffic Detail will be permitted to bid for this detail on the basis of seniority. If and to the extent that there are insufficient qualified bidders from a designated unit to meet that unit's allocation, the Employer will select officers who are deemed qualified by reverse seniority from the designated unit to fill that unit's allocation.

If the Employer decides to assign an officer to a detail outside the area, district, or unit, to a sports event, parade, festival, or labor dispute; or to another event detail which constitutes a tour of duty, the Employer shall announce the detail at a roll call preceding the event, which roll call is for the same roll call on the same watch in the same unit from which officers are to be assigned to the detail. If notification at roll call is not feasible or appropriate, the Employer shall determine the method of notification. The Employer shall select officers to work the detail on the basis of seniority from among those qualified officers on said watch who are not in bid jobs and who volunteer for the detail. If and to the extent that there are insufficient qualified volunteers, the Employer shall select officers on the basis of reverse seniority. The Employer may assign probationary officers during their initial twelve (12) month period of probation without regard to seniority.

When the Employer decides to assign an officer to a detail outside the officer's unit of assignment for more than ten (10) days to a unit listed in Section 23.8 to provide relief for a temporary manpower shortage due to furlough, medical, or suspension, the Employer shall select officers to work the detail on the basis of seniority from among those qualified officers who volunteer for the detail. If and to the extent that there are insufficient volunteers, the Employer shall select officers on the basis of reverse seniority, provided that the Employer may assign probationary officers during their initial twelve (12) month period of probation without regard to seniority.

When the Employer decides to assign an officer to a detail outside the officer's unit of assignment for more than thirty (30) days to a unit listed in Section 23.8 to provide relief for a temporary manpower shortage due to the actual strength being more than ten (10%) percent below authorized strength, the Employer shall select officers to work the detail on the basis of seniority from among those qualified officers who volunteer for the detail. If and to the extent that there are insufficient volunteers, the Employer shall select officers on the basis of reverse seniority, provided that the Employer may assign probationary officers during their initial twelve (12) month period of probation without regard to seniority.

The Employer's right to assign Tactical Teams, Mission Teams, District Gang Tactical Teams, or other specialized units shall not be restricted in any way by this Section. In emergency situations, or situations where the Employer reasonably anticipates civil disorder will occur, or does occur, this Section shall not apply.

For purposes of bidding, the Employer may disregard seniority if and to the extent necessary to achieve the balance of experience and qualifications the Employer determines to be desirable in the detail and unit involved.

For purposes of selecting officers on the basis of reverse seniority, the Employer may retain a junior officer if and to the extent necessary to fulfill operational needs.

If the Employer assigns an officer to a detail or denies an officer(s) assignment to a detail in any manner contrary to the provisions of this Agreement, the affected officer(s) will be entitled to compensation at the rate of time and one-half in quarter hour increments for the duration of the detail.

**ARTICLE 24**  
**EDUCATIONAL REIMBURSEMENT**

Employer agrees to provide tuition reimbursement to officers for extra-departmental education subject to the following conditions:

- A. To be eligible for reimbursement:
  - 1. Each course taken must be job-related or necessary for a degree.
  - 2. Proof of acceptance for a degree program must be presented upon request.
  - 3. Each course taken must grant college level credit.
  - 4. Each course must be taken through an accredited college or university.
- B. Employees must file applications for reimbursement on the appropriate forms no later than thirty (30) days after the beginning of the course of study.
- C. Reimbursement will be granted on the following basis:
  - 1. Grade "A" 100%
  - 2. Grade "B" 75%and other grades classified by the school as passing.
- D. Reimbursement may be denied if an officer's work performance is deemed inadequate or if an officer has a record of sustained infractions of Department orders, directives or procedures.
- E. Reimbursement will not be granted if:
  - 1. Tuition costs are covered by Veteran's Administration or other funds, or
  - 2. The program in which the officer is enrolled is reimbursable through a federal grant-in-aid program for which the officer is eligible.
- F. Reimbursement will be made for a maximum of two (2) courses per school term.
- G. Reimbursement will be granted when an officer is required by the Superintendent of Police to attend an educational or training program.
- H. In the event an officer commences an undergraduate or graduate degree (including a law degree) program after the execution of this Agreement, and obtains an undergraduate or graduate degree with the assistance of the tuition reimbursement program, and the officer, within one (1) year of obtaining such degree, voluntarily resigns from the Department, all tuition costs (100%) reimbursed to the officer by the Employer for obtaining such a degree shall be repaid to the Employer. If the officer voluntarily resigns after one (1) year but less than two (2) years after obtaining the degree, the officer shall repay one-half (50%) of the tuition reimbursement to the Employer. If the officer does not complete the degree program and voluntarily resigns from the Department, the

officer shall repay 100% of all tuition reimbursement received for any course completed within two (2) years of such resignation. Officers receiving tuition reimbursement for such degrees shall, as a condition of receiving such reimbursement, execute an appropriate form consistent with this paragraph.

The provision shall not apply to reimbursement under Subsection G of this Article, nor shall this provision apply to officers who resign from the Department for the purpose of accepting employment within another City of Chicago Department.

**I. The City Council shall appropriate an annual budget authorization to provide for a sufficient amount of money each fiscal year to pay for tuition reimbursement. The budgeted amount shall be no less than ten percent (10%) in excess over the appropriated tuition payment amount of the prior fiscal year.**

**ARTICLE 25**  
**LIFE AND HEALTH INSURANCE PROVISIONS**

**Section 25.1 — Life Insurance.**

The Employer agrees to provide a ~~\$25,000~~ **\$75,000 or one year of salary at the step 10 level, whichever is greater,** life insurance benefit at no cost to the officer; and AD&D to be increased to \$5,000. Officers must complete a City of Chicago Group Term Life Insurance enrollment formset including the employee beneficiary section of the formset in order to qualify for coverage in the Basic Group Term Life Plan. The failure of the officer to complete the enrollment formset will result in termination of the officer's Basic Group Term Life Insurance coverage.

The Employer agrees to provide procedures for officers to purchase optional Group Term Life Insurance and Universal Life Insurance in addition to basic Group Term Life Insurance coverage provided above at nominal additional cost to the officer. Officers will be permitted to purchase any amount of optional insurance coverage in \$1,000 multiples up to an amount equal to their annual salary rounded up to next multiple of \$1,000. The optional Group Term Life Insurance shall continue to be provided officers at the Employer's then current cost.

**Section 25.2 — Medical and Dental Plans.**

The officers' and dependents' medical, dental, and prescription drug plans are hereby incorporated in this Agreement. All newly hired employees shall be required to participate in the PPO plan for the first eighteen (18) months of their employment. These employees shall be eligible to participate in the first open enrollment period following the eighteen (18) month anniversary of their dates of hire.

Effective January 1, 2006, the City will amend its Section 125 plan to implement a Flexible Spending Account ("FSA"), which will permit officers to fund, on a pre-tax basis, an individual account that the officer may use to pay for qualified unreimbursed medical expenses, as provided under Section 213 of the Internal Revenue Code. Subject to IRS regulations, the FSA will allow participants to pay the following qualified expenses on a pre-tax basis: dental expenses; vision expenses; health plan contributions, deductibles, and co-payments; prescription drug co-payments, over-the-counter drugs and other unreimbursed medical expenses. Participation is voluntary and participants may contribute up to \$5,000 annually on a pre-tax basis, which will be deducted pro-rata each payroll period. Officers may enroll in the FSA or change the amount of their election once per year during open enrollment or when they have a change in family status. As mandated by the Internal Revenue Code, a "use it or lose it" rule applies to Section 125 plans. Any amount that remains in the participant's account at the end of the year will be forfeited. **The flexible spending account shall include childcare expenses.**

The Employer shall make available to officers covered under this Agreement and their eligible dependents copies of the Summary of Medical and Dental Plan Benefits booklets. The cost of such coverage to be borne by the Employer.

The plans for medical, dental, and prescription drug benefits, including the provisions on eligibility and self-contribution rules in effect as of the date of this Agreement, may not be changed by the Employer without the agreement of the Lodge.

The medical plan (health insurance plan) shall consist of three separate alternative coverages – a PPO plan (“PPO”); a PPO Plan with a Health Reimbursement Account (“PPO/HRA”); and two (2) HMO plans (“HMO”). If the Employer decides that the PPO/HRA alternative lacks sufficient employee enrollment or is cost prohibitive, it may discontinue that alternative, provided that the Employer provides reasonable prior notice to the Lodge and an opportunity for those enrolled in the PPO/HRA to enroll in another plan. For this purpose, “reasonable notice” shall be defined as notification in writing of the Employer’s intent to discontinue the plan at least ninety (90) days prior to the proposed discontinuation where circumstances are within the City’s control. In all other cases, the City will provide the maximum notice as is practicable under the circumstances. In addition, in the event that a new health care plan becomes available to the City during a Plan year, the Employer shall have the right to include that new plan in the Plan alternatives upon reasonable prior notice to and discussion with the Lodge.

The Employer also agrees to make available to the following other persons the above-described hospitalization and medical program and the dental plan: officers covered by this Agreement who retire on or after age ~~60~~ 55 and their eligible dependents; surviving spouse and children of officers covered by this Agreement killed in the line of duty; officers covered by this Agreement on a leave of absence for disability (~~both~~ duty, and occupational and ordinary.) and their eligible dependents; surviving spouse and children of deceased officers covered by this Agreement who were formerly on pension disability (~~both~~ duty, and occupational and ordinary). The Employer will contribute the full cost of coverage for any of the above-enumerated officers covered by this Agreement who elect coverage under any plan or plans. Officers who retire shall be eligible to continue to participate in the same health plan(s) that are made available to active officers covered by this Agreement and such retirees shall contribute the same dollar amount for health care that was contributed by them at the time of retirement. Such coverage shall terminate when the retiree becomes Medicare eligible under federal law. ~~However, coverage under a plan for officers covered by this Agreement shall terminate when an officer covered by this Agreement either reaches the age for full Medicare eligibility under federal law or ceases to be a dependent as defined in a plan, whichever occurs first. After an officer covered by this Agreement reaches the age for full Medicare eligibility, that officer shall be covered under the medical program for annuitants, provided the person pays the applicable contributions.~~

Any refunds, rebates, subsidies or any return of money to the City of Chicago from health care providers, the medical plan, dental plan, prescription drug plan, optical plan or administrators of these plans shall be shared with the employees covered by this Agreement in amounts that are proportional to the officers’ co-payments for medical care and contributions to the health care plan. Any discount applied by a health care provider, including a hospital, clinic, laboratory or related such facility, to an officer’s bill for services, a portion of which is to be paid by the City, shall also be applied to the portion of the bill to be paid by the officer.

### **Section 25.3 — Ambulance Fees.**

Officers, ~~and~~ and their eligible dependents, and retirees will be exempt from fees for emergency medical services performed by the Chicago Fire Department.

**Section 25.4 — Labor Management Committee on Health Care.**

**(NO CHANGE PROPOSED)**

**Section 25.5 — Competitive Bidding.**

**The employer agrees to award contracts every two years to the lowest responsible bidder for the healthcare plan, related network and the selection of service providers, third party administrators or other vendors for the HMO, PPO, mental health and substance abuse services for the PPO, Utilization Review Services for PPOs, medical reimbursement account and the dependent healthcare account, pharmacy services, dental and vision care benefits, pursuant to competitive bidding. Factors to be considered in evaluating responsible bidders shall be determined through a joint labor management committee. All relevant factors to be considered shall be set forth in the requests for proposal for the services to be provided.**

**Section 25.6 —Wellness Benefit.**

**Officers and each family member eligible for health insurance coverage pursuant to the employer's medical plan shall be entitled to receive a wellness benefit of \$1,200 for each officer and eligible family member. The wellness benefit shall cover, outside of deductibles: (1) Routine examines, colonoscopies, coronary artery scans or heart scans; (2) Immunizations; and (3) Mammograms. The wellness benefits are not subject to the plan annual deductible. Officers who retire on or after July 1, 2007, shall be eligible to receive the wellness benefit.**

**An officer and his/her dependents who are eligible to participate in the wellness benefit shall be able to aggregate their wellness benefits. Any dependent of the officer shall be able to use the wellness benefit in an amount in excess of the individual wellness benefit of one thousand and two hundred dollars (\$1,200) but not to exceed the total wellness benefit calculated as the number of eligible family members multiplied by the wellness benefit of \$1,200.**

**Section 25.7 — Additional Health Benefits.**

**The health insurance plan shall contain the following additional benefits: speech therapy, self-inflicted wounds; orthodontia coverage; benefits during an act of war; terrorism health insurance; orthotics (insole inserts); and prescribed birth control devices pursuant to the pharmacy benefits.**

**Section 25.8 — Lifetime Maximum Benefit.**

**The lifetime maximum benefit shall be unlimited.**

**Section 25.9 — In-Network Co-payments.**

**In-network co-payments to be paid by officers for the dental PPO plan and out-of-network co-payments for the dental PPO plan shall be the same as in-network and out-of-network co-payments for the PPO plan for medical benefits. The maximum benefit per year shall be \$2,400.**

**Section 25.10 — Vision Plan.**

**The vision benefit similar to the Davis Vision Plan shall apply to all officers and their dependents covered by this Agreement.**

**ARTICLE 26**  
**WAGES**

**Section 26.1 — Salary Schedule.**

- A. Effective July 1, 2007, the basic salary for officers covered by this agreement shall be increased as follows: effective July 1, 2007, four percent (4%); effective January 1, 2008, five percent (5%); January 1, 2009, five percent (5%); effective January 1, 2010, five percent (5%); and effective January 1, 2011, five percent (5%).

~~Effective July 1, 2003, the basic salary of all officers covered by this Agreement shall be increased as follows: effective July 1, 2003, two percent (2%); effective January 1, 2004, two percent (2%); effective July 1, 2004, two percent (2%); effective January 1, 2005, two percent (2%); effective July 1, 2005, two percent (2%); effective January 1, 2006-2009, three and a half percent (3.5%) for all steps not compressed; and effective January 1, 2007, two percent (2%).~~

~~Effective January 1, 2006, the maximum rate of pay on the salary schedule for officers covered by this Agreement will be available to officers with twenty-five (25) years of service. The salary schedule shall be amended by deleting the thirty (30) years of service pay step (Step 11) and designating the twenty-five (25) year step (Step 10) as the maximum rate of pay on the salary schedule. The pay level for Step 10 shall be the former pay level for Step 11, the pay level for Step 9 shall be the former (effective July 1, 2005) pay level for Step 10, the pay level for Step 8 shall be the former pay level for Step 9, and the pay level for Step 7 shall be the former pay level for Step 8. The salary schedule for employees with more than twenty-five years of service prior to January 1, 2006 is set forth in Appendix A, "Salary Schedule for Officers on Step 11 Prior to January 1, 2006."~~

- B. Officers covered by this Agreement who are assigned as Armorer, Canine Handler, Evidence Technician, Explosives Detection Canine Handler, Extradition Officer, Fingerprint Examiner, ~~Field Training Officer~~, Marine Unit Officer, Mounted Patrol Unit Officer, Police Agent, Police Technician or Traffic Specialist shall receive D-2 pay as base salary.
- C. Officers covered by this Agreement who hold the positions of Detective and Field Training Officer shall receive D-2A pay as base salary.
- D. ~~Officers covered by this Agreement who are assigned as a Field Training Officer shall continue to be allowed to work up to an additional one half (1/2) hour per day prior to or at the conclusion of his or her tour of duty which time is to be compensated in accord with Article 20 Overtime. All officers promoted to the position of Field Training Officers shall receive forty-five (45) minutes per day of compensatory time to be compensated in accordance with Article 20 – Overtime.~~
- E. Officers covered by this Agreement who are assigned as Explosive Technician I, Firearms Identification Technician I, Legal Officer I, Police Forensic Investigator

I, Police Laboratory Technician II, Security Specialist, or Supervising Substance Abuse Counselor shall receive D-3 pay as base salary.

**Section 26.2 — Bi-lingual Compensation. (NO CHANGE PROPOSED)**

**Section 26.3 — Work Out of Grade. (NO CHANGE PROPOSED)**

**Section 26.4 — Payment of Wages. (NO CHANGE PROPOSED)**

**Section 26.5— Payment of Time. (NO CHANGE PROPOSED)**

**Section 26.6 — Chicago Living Adjustment.**

**Each officer shall receive a Chicago living adjustment of \$3,000 per year payable on March 1 of each fiscal year.**

**Section 26.7 — Wage and Insurance Protection.**

**During the period of this Agreement should the bargaining unit of sworn firefighters below the rank of lieutenant recognized by the City of Chicago or the police sergeants' unit recognized by the City of Chicago or the police lieutenants' unit recognized by the City of Chicago or the police captains' unit recognized by the City of Chicago or any other bargaining unit recognized by the City of Chicago receive a lump sum payment or a percentage salary or wage increase in excess of that set forth herein or receive improvements in step or longevity pay schedules, other than when a particular job function has been reclassified, the City shall grant officers covered by this agreement increases equivalent to those, and/or any of those granted to such other bargaining unit or police units over the same period of time, and increases to other firefighter bargaining unit members so that the lump sum or percentage of salary or wage differences between classifications and ranks in the Chicago Police Department be maintained at no less than existed before the increases.**

**It is further agreed that any improvements in insurance coverage and/or benefits greater than those provided in this Agreement that are granted to the bargaining unit of sworn firefighters below the rank of lieutenant recognized by the City of Chicago or any other bargaining unit recognized by the City of Chicago or police sergeants' unit recognized by the City of Chicago, the police lieutenants' unit recognized by the City of Chicago and/or police captains' unit recognized by the City of Chicago whether in the health and welfare, medical care, dental, optical, life or AD&D, shall be made available for the bargaining unit represented by Lodge 7.**

**This provision is for the purpose, among others, of maintaining, on behalf of Lodge 7 employees, no less than historic parity between police officers below the rank of sergeant and firefighters below the rank of lieutenant.**

**ARTICLE 28**  
**DURATION, ENFORCEMENT AND DISPUTE RESOLUTION**

**Section 28.1 — Term of Agreement.**

This Agreement shall be effective from July 1, ~~2003~~ 2007 and shall remain in full force and effect until June 30, ~~2007~~ 2011. It shall continue in effect from year to year thereafter unless notice of termination is given, in writing, by certified mail, by either party no earlier than February 1, ~~2007~~ 2011 and no later than March 1, ~~2007~~ 2011. The notices referred to shall be considered to have been given as of the date shown on the postmark. Written notice may be tendered in person, in which case the date of notice shall be the written date of receipt. It is mutually agreed that the Articles and Sections shall constitute the Agreement between the parties for the period defined in this Section.

**ARTICLE 29A  
FURLOUGHS**

**Section 29A.1 (NO CHANGE PROPOSED)**

**Section 29A.2**

Effective January 1, 1994 and thereafter, officers with the following years of service shall receive the following number of furlough (vacation) days:

<u>Years of Service</u>	<u>Furlough Days</u>
1 but less than 5 years	20 <del>Straight</del> <b>Working</b> Days
5 but less than 10 years	24 <del>Straight</del> <b>Working</b> Days
10 but less than 15 years	<del>22</del> <b>25</b> Working Days
15 years or more	<del>25</del> <b>30</b> Working Days

APPENDIX A — SALARY SCHEDULE FOR SWORN POLICE PERSONNEL  
FRATERNAL ORDER OF POLICE – CHICAGO LODGE NO. 7

SCHEDULE D - EFFECTIVE ~~JANUARY 1, 2003~~ JULY 1, 2007—4%

CLASS GRADE		ENTRANCE										MAXIMUM
		<u>RATE</u>	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	<u>RATE</u>
		STEP 1										STEP 11
		FIRST 12 MOS	AFTER 12 MOS	AFTER 18 MOS	AFTER 30 MOS	AFTER 42 MOS	AFTER 54 MOS	AFTER 10 YRS	AFTER 15 YRS	AFTER 20 YRS	AFTER 25 YRS	AFTER 30 YRS
1	ANNUAL											
	MONTHLY											
2	ANNUAL											
	MONTHLY											
2A	ANNUAL											
	MONTHLY											

2% 5% INCREASE EFFECTIVE ~~JULY 1, 2003~~ JANUARY 1, 2008

CLASS GRADE		ENTRANCE										MAXIMUM
		<u>RATE</u>	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	<u>RATE</u>
		STEP 1										STEP 11
		FIRST 12 MOS	AFTER 12 MOS	AFTER 18 MOS	AFTER 30 MOS	AFTER 42 MOS	AFTER 54 MOS	AFTER 10 YRS	AFTER 15 YRS	AFTER 20 YRS	AFTER 25 YRS	AFTER 30 YRS
1	ANNUAL											
	MONTHLY											
2	ANNUAL											
	MONTHLY											
2A	ANNUAL											
	MONTHLY											

**2% 5% INCREASE EFFECTIVE JANUARY 1, 2004-2009**

CLASS GRADE	ENTRANCE RATE										MAXIMUM RATE
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
	FIRST 12 MOS	AFTER 12 MOS	AFTER 18 MOS	AFTER 30 MOS	AFTER 42 MOS	AFTER 54 MOS	AFTER 10 YRS	AFTER 15 YRS	AFTER 20 YRS	AFTER 25 YRS	AFTER 30 YRS
1	ANNUAL										
	MONTHLY										
2	ANNUAL										
	MONTHLY										
2A	ANNUAL										
	MONTHLY										

**2% 5% INCREASE EFFECTIVE JULY 1, 2004-JANUARY 1, 2010**

CLASS GRADE	ENTRANCE RATE										MAXIMUM RATE
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
	FIRST 12 MOS	AFTER 12 MOS	AFTER 18 MOS	AFTER 30 MOS	AFTER 42 MOS	AFTER 54 MOS	AFTER 10 YRS	AFTER 15 YRS	AFTER 20 YRS	AFTER 25 YRS	AFTER 30 YRS
1	ANNUAL										73,506
	MONTHLY										6,125.50
2	ANNUAL										77,274
	MONTHLY										6,439.50
2A	ANNUAL										79,536
	MONTHLY										6,628.00

**2% ~~5%~~ INCREASE EFFECTIVE JANUARY 1, 2005 2011**

<u>CLASS GRADE</u>	<u>ENTRANCE RATE</u>											<u>MAXIMUM RATE</u>
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>	
	<u>FIRST 12 MOS</u>	<u>AFTER 12 MOS</u>	<u>AFTER 18 MOS</u>	<u>AFTER 30 MOS</u>	<u>AFTER 42 MOS</u>	<u>AFTER 54 MOS</u>	<u>AFTER 10 YRS</u>	<u>AFTER 15 YRS</u>	<u>AFTER 20 YRS</u>	<u>AFTER 25 YRS</u>	<u>AFTER 30 YRS</u>	
<b>1</b>	ANNUAL											<b>74,976</b>
	MONTHLY											<b>6,248.00</b>
<b>2</b>	ANNUAL											<b>78,822</b>
	MONTHLY											<b>6,568.50</b>
<b>2A</b>	ANNUAL											<b>81,126</b>
	MONTHLY											<b>6,760.50</b>

## APPENDIX G

## HEALTH CARE CONTRIBUTIONS FOR ACTIVE MEMBERS

Healthcare contributions for active members are to be paid at the percentage rate of base salary indicated in Appendix G, except that the maximum base salary at which payment will be based is \$70,000.

**(D-1)** Effective July 1, 2006-7, active officers covered by this Agreement will contribute the following percentages of their base salary from the appropriate Salary Schedule in Appendix A towards the cost of their health care:

Single Coverage: 1.2921%

Employee +1: 1.9854%

Family Coverage: 2.4765%

For example, contributions at selected salary levels per pay period will be as follows:

ANNUAL SALARY	SINGLE 1.2921%	EMPLOYEE +1 1.9854%	FAMILY 2.4765%
\$15,000	\$8.08	\$12.41	\$15.48
\$20,000	\$10.77	\$16.55	\$20.64
\$30,000	\$16.15	\$24.82	\$30.96
\$40,000	\$21.54	\$33.09	\$41.28
\$50,000	\$26.92	\$41.36	\$51.59
\$60,000	\$32.30	\$49.64	\$61.91
\$70,000	\$37.69	\$57.91	\$72.23
<del>\$80,000</del>	<del>\$43.07</del>	<del>\$66.18</del>	<del>\$82.55</del>
<del>\$90,000+</del>	<del>\$48.45</del>	<del>\$74.45</del>	<del>\$92.87</del>

**APPENDIX H  
PRESCRIPTION DRUG COSTS**

The following are the co-payments and effective dates for the lesser of a 30-day supply or 100 units of the following prescription drugs:

TYPE	Effective July 1, 2006
Generic Tier 1	\$10.00
Brand Formulary Tier 2	<del>\$30.00</del> <b><u>\$20.00</u></b>
Brand Non-Formulary Tier 3	\$45.00
Brand with Generic Equivalent	Generic Co-Payment Plus Cost Difference Between Brand and Generic

**MAIL ORDER DRUGS**

Effective July 1, 2006, co-payments for prescriptions obtained through the mail order plan for all health care plans are as follows (per prescription; 90 day supply):

- (1) Generic Tier 1: \$20.00
- (2) Brand Formulary Tier 2: ~~\$60.00~~ **\$40.00**
- (3) Brand Non-Formulary Tier 3: Not available
- (4) Brand with Generic Equivalent: Generic Co-Payment Plus Cost    Difference  
Between Brand and Generic

**Officers who purchase formulary drugs pursuant to this section shall not be required to pay additional prices for such drugs in the event such drugs are removed from the formulary list during the term of this agreement.**

**APPENDIX S**  
**GROUND RULES FOR FAST TRACK ARBITRATIONS OF SUSPENSIONS**  
**BETWEEN ~~SIXTEEN~~-SIX AND THIRTY DAYS**

The following procedures shall apply to “fast track” arbitrations conducted pursuant to Section 9.6 of the collective bargaining agreement, involving suspensions of between ~~sixteen~~ six (6) and thirty (30) days, inclusive:

- A. Within fourteen (14) calendar days of the Lodge providing written notice to the Department of its invocation of “fast track” arbitration, the Lodge and the Department shall agree upon the selection of an arbitrator to hear the case within sixty (60) days of his or her appointment. The parties may, but are not required, to agree upon a panel of arbitrators who have agreed to hear such cases upon an expedited basis. Once scheduled, the hearing shall not be postponed except for compelling reasons.
- B. Arbitrators will receive all grievance documents and relevant documents from the C.R. file at least one week prior to the hearing, at the discretion of the Arbitrator.
- C. Arbitrators will be permitted to issue subpoenas in accordance with applicable law. Subpoenas shall not be used for purposes of delay.
- D. The expenses of witnesses for either side shall be paid by the party producing such witnesses.
- E. Each party will represent itself at the hearing, and may designate a representative who is not an attorney.
- F. The hearings shall be informal. The Arbitrator shall assist the parties in ensuring that there is a complete record.
- G. The Arbitrator may require witnesses to testify under oath.
- H. There shall be no stenographic record of the proceedings.
- I. The rules of evidence normally followed in arbitration proceedings shall apply. The Arbitrator shall be the sole judge of the relevance and materiality of the evidence offered.
- J. The parties will not file post-hearing briefs. The parties may argue orally on the record and may present relevant authorities to the Arbitrator at the hearing, except that any decision rendered in any proceeding under these ground rules may not be cited in any other proceeding, whether that proceeding be fast track, full arbitration, or any other proceeding.
- K. The Arbitrator will issue a short, written decision no later than sixty (60) days after the completion of the hearing. His or her decision shall be based upon the record developed by the parties before and at the hearing, and shall include a written explanation of the basis for his or her conclusion and shall include reference to the evidence considered and the role that evidence played in reaching his or her decision.

**MEMORANDUM OF UNDERSTANDING REGARDING TEN HOUR WORK DAY  
SCHEDULE PILOT PROGRAM**

~~With respect to (I) the Work Day Schedule; (II) the modification of certain provisions of the collective bargaining agreement in order to facilitate and implement the Work Day Schedule; (III) the selection of furloughs for the calendar year beginning January 1, 2005 and annually thereafter; and (IV) Impasse Resolution and Ratification Procedures for the Work Day Schedule and its implementation, the parties hereby agree, as follows:~~

~~I. The Work Day Schedule~~

- ~~A. Effective January 6, 2005, the parties agree to a pilot program in the Districts encompassed by Areas 1 and 5 consisting of a ten (10) hour work schedule for officers assigned to the third watch rapid response cars (which will result in a fourth watch) and, anytime on or after April 5, 2004, the Department may institute a ten (10) hour schedule for officers assigned to the special operation section and the tactical response unit. The ten (10) hour schedule will be the same as the CHA rotating schedule.~~
- ~~B. The parties hereby establish a Joint Labor Management Committee for the purposes of monitoring, reviewing, ascertaining and making recommendations regarding the pilot work schedule. The goals of the pilot program are to boost employee productivity, reduce employee stress, reduce medical and IOD absences, reduce automobile accidents, reduce citizen complaints, and boost employee morale. In evaluating these goals, the Joint Committee will meet as needed and make recommendations to the Lodge and to the Superintendent of Police regarding the work day schedule's continuation, expansion to additional areas or districts, modifications or termination of the pilot program. Absent written agreement between the Lodge and the Employer, the pilot program will terminate at the end of the fifth police period in 2005 and, thereafter, affected bargaining unit members assigned to ten (10) hour schedules, pursuant to Paragraph I(A) above, will revert to the schedules in effect prior to the implementation of the pilot program.~~
- ~~C. Officers will bid to the ten (10) hour shift pursuant to Article 31. Officers assigned to the ten (10) hour shift will not be subject to the reverse seniority provisions of Sections 31.5 and 31.6.~~
- ~~D. If the pilot ends on or before the fifth police period of 2005, then officers on fourth watch will revert to the third watch, and furloughs for 2005 will not be re-picked and officers scheduled for furlough will remain in their assigned day-off group.~~

~~H. — Contract Modifications and Understandings Regarding the Implementation of the  
— Ten (10) Hour Pilot Program~~

~~— Notwithstanding any other provision of the collective bargaining agreement between  
the parties, for the duration of the pilot program for the ten (10) hour shifts as specified  
above, the following provisions and understandings shall be in effect:~~

- ~~A. The normal tour of duty for the ten (10) hour shift will be ten and one-half  
(10-1/2) hours, which includes a one-half (1/2) hour uncompensated lunch  
period. The parties agree and understand that if an officer is required to  
perform work during this one-half (1/2) hour meal period, the officer may  
request overtime compensation in accordance with the terms of the  
Agreement.~~
- ~~B. The Lodge waives the overtime provisions of Section 20.1 of the Agreement  
insofar as that section requires payment of overtime for all hours worked in  
excess of the normal work day of eight (8) hours. Overtime in excess of the  
normal tour of duty will be compensated at the overtime rate.~~
- ~~C. Officers with straight day furloughs will be given the same number of  
straight furlough days in the ten (10) hour schedule. Officers with working  
day furloughs will have any remaining days converted to hours.~~
- ~~D. Officers will receive ten (10) hours of holiday compensation for holidays  
occurring on their day off and will further compensate officers with ten (10)  
hours of compensation and five (5) hours of holiday compensation when  
those officers are required to work a ten (10) hour shift on a holiday.~~
- ~~E. A personal day, if used, will be worth a tour of duty, ten (10) hours for those  
officers working a ten (10) hour schedule and baby furlough days will be  
worth eight (8) hours each. An officer assigned to the ten (10) hour schedule  
who wishes to use a baby furlough day will be required to use an additional  
two (2) hours of compensatory time.~~

~~III. — Furlough Selection~~

~~— Furloughs will be selected by unit for the calendar year beginning January 1, 2005.  
Appendix S of the 1999-2003 collective bargaining agreement is hereby deleted, and the  
other affected provisions of the contract regarding Furlough Selection are hereby modified  
pursuant to Exhibit A. Furloughs to be taken in 2005 and thereafter will be selected  
pursuant to the same procedure that was in effect prior to the initiation of furlough by  
watch in 2002. The parties' agreement to revert to furloughs by unit is not dependent upon  
the success, failure, modification or continuation of the pilot program for the work day  
schedule set forth above.~~

~~IV. — Impasse Resolution and Ratification and Enactment Procedure for the Work Day  
— Schedule and Its Implementation~~

- ~~A. In the event that a complete agreement on all disputed issues is reached by  
the parties and submitted to the membership for ratification prior to  
May 30, 2005, the provisions of Sections I, II and III of this Agreement shall  
be included as part of the submission to the membership and, if ratified by~~

~~the membership, submitted to the City Council in accord with Section 28.3 A.3 of the Contract.~~

- B. ~~In the event interest arbitration is invoked with respect to issues not addressed in this Agreement or if the Agreement submitted to the membership prior to May 30, 2005 is rejected by the membership, this Agreement and any issues related to the Work Day Schedule and its implementation or Section III, Furlough Selection, shall not be subject to interest arbitration. This Agreement will be stipulated to in any interest arbitration by the parties as having resolved the issues of Work Day Schedule, its implementation and Section III, Furlough Selection.~~
- C. ~~In the event that the parties do not reach agreement by April 1, 2005 with respect to the expansion, modification, continuation or termination of the Work Day Pilot program, the parties will negotiate in good faith with respect to their differences. The party desiring modifications of the pilot program shall provide the other its desired modifications in writing by April 1, 2005. As provided in Section I.C. above, absent written Agreement between the parties, the Work Day Pilot Program will terminate at the end of the fifth police period in 2005.~~
- D. ~~Notwithstanding any other provisions of this Agreement or any provision of the Agreement between the parties including specifically Section 28.3, the Work Day Schedule, Furlough Selection and issues otherwise addressed by this Agreement shall not be subject to interest arbitration.~~

**MEMORANDUM OF UNDERSTANDING  
REGARDING DISTRICT UNIT BID ASSIGNMENTS**

The Lodge and the Employer agree that Lodge members who have successfully bid for the position of district desk or district lockup keeper will continue to function in that position for the duration of this contract unless removed in accordance with the provisions of Section 23.9.

The Lodge and the Employer further agree to open for bid in accordance with the provisions of Section 23.9 the position of District Watch Relief in each of the Patrol Division's 25 Districts. The member bidding for the position of District Watch Relief must be able to perform to the satisfaction of the Employer the functions of a desk officer, lockup keeper and district review officer after a period of orientation. Successful district bid members will be utilized in bid assignments before full duty non-bid members. When not required to function as district watch relief; the member will be assigned to district patrol duties.

The Employer shall select the most senior qualified bidder for the position of District Watch Relief. If there are not sufficient bidders to fill a District Watch Relief position declared vacant by the Employer, the Employer shall fill such vacancy within its discretion.

The following are the number of District Desk, District Lockup, and District Watch Relief positions subject to bid under the provisions of Section 23.9:

<u>Dist</u>	<u>Desk</u>	<u>Lockup</u>	<u>W/Relief</u>	<u>Dist</u>	<u>Desk</u>	<u>Lockup</u>	<u>W/Relief</u>
001	6	0	<del>9</del> <u>12</u>	014	3	3	<del>9</del> <u>12</u>
002	3	6	<del>12</del> <u>15</u>	015	3	3	<del>9</del> <u>12</u>
003	3	3	<del>9</del> <u>12</u>	016	3	3	<del>9</del> <u>12</u>
004	3	3	<del>9</del> <u>12</u>	017	3	3	<del>9</del> <u>12</u>
005	3	6	<del>12</del> <u>15</u>	018	6	3	<del>6</del> <u>9</u>
006	3	3	<del>9</del> <u>12</u>	019	6	6	<del>9</del> <u>12</u>
007	6	3	<del>9</del> <u>12</u>	020	3	3	<del>9</del> <u>12</u>
008	3	3	<del>9</del> <u>12</u>	021	3	3	<del>9</del> <u>12</u>
009	6	3	<del>9</del> <u>12</u>	022	3	<del>0</del> <u>3</u>	<del>9</del> <u>12</u>
010	3	3	<del>9</del> <u>12</u>	023	3	3	<del>9</del> <u>12</u>
011	3	6	<del>12</del> <u>15</u>	024	3	3	<del>9</del> <u>12</u>
012	3	3	<del>9</del> <u>12</u>	025	4	6	<del>11</del> <u>14</u>
013	3	3	<del>9</del> <u>12</u>				

**PHYSICAL FITNESS INCENTIVE**

In an effort to promote physical fitness among the officers covered by this Agreement, the Employer and Lodge agree to the following:

- Beginning in 2001, every officer covered by this Agreement will have one opportunity annually to schedule an appointment for a physical fitness test. An officer will have one opportunity to re-schedule the test, but will only be allowed to take the test once each year. The test must take place prior to November 1 of every year.
- An officer will complete a waiver which indicates that he or she is volunteering to take this test and will not hold the Employer liable for any injuries or illness that occurs as a result of his or her participation in the testing process.
- **Successful Effective July 1, 2007, successful** completion of the physical fitness test will result in payment of a physical fitness premium of ~~\$250~~ **\$500**, payable December 1 of the year the officer successfully completes the test. **The physical fitness premium shall be \$650 effective July 1, 2008; \$750 effective July 1, 2009; and \$800 effective July 1, 2010; and \$850 effective July 1, 2011**
- It is understood that this is a voluntary program. Officers who participate in the physical fitness test will do so during off-duty hours without compensation.
- Any injury, illness, or death that results from participation in this program will not be considered an Injury on Duty or a death in the performance of duty.
- The performance requirement for each test is based on the State of Illinois P.O.W.E.R. test. Officers must pass every test and meet the minimum standards listed below to qualify for the physical fitness premium:

Test	MALE				FEMALE			
	23-29	30-39	40-49	50+	23-29	30-39	40-49	50+
Sit & Reach	16.0	15.0	13.8	12.8	18.8	17.8	16.8	16.3
1 Minute Sit Up	37	34	28	23	31	24	19	13
Maximum Bench Press Ratio	.98	.87	.79	.70	.58	.52	.49	.43
1.5 Mile Run	13.46	14.31	15.24	16.21	16.21	16.52	17.53	18.44

- The following are not subject to the grievance procedure:

The test standards.

The results of the testing.

The medical status of an officer who is injured participating in this program.

## 2008 Six-Three Schedule

<b>JANUARY 2008</b>	1-5-9 30	1-5-6 31	1-2-6 1	2-6-7 2	2-3-7 3	3-7-8 4	3-4-8 5
	4-8-9 6	4-5-9 7	1-5-9 8	1-5-6 9	1-2-6 10	2-6-7 11	2-3-7 12
	3-7-8 13	3-4-8 14	4-8-9 15	4-5-9 16	1-5-9 17	1-5-6 18	1-2-6 19
	2-6-7 20	2-3-7 21	3-7-8 22	3-4-8 23	4-8-9 24	4-5-9 25	1-5-9 26
	1-5-6 27	1-2-6 28	2-6-7 29	2-3-7 30	3-7-8 31	3-4-8 1	4-8-9 2
<b>FEBRUARY</b>	4-5-9 3	1-5-9 4	1-5-6 5	1-2-6 6	2-6-7 7	2-3-7 8	3-7-8 9
	3-4-8 10	4-8-9 11	4-5-9 12	1-5-9 13	1-5-6 14	1-2-6 15	2-6-7 16
	2-3-7 17	3-7-8 18	3-4-8 19	4-8-9 20	4-5-9 21	1-5-9 22	1-5-6 23
	1-2-6 24	2-6-7 25	2-3-7 26	3-7-8 27	3-4-8 28	4-8-9 29	4-5-9 1
	1-5-9 2	1-5-6 3	1-2-6 4	2-6-7 5	2-3-7 6	3-7-8 7	3-4-8 8
<b>MARCH</b>	4-8-9 9	4-5-9 10	1-5-9 11	1-5-6 12	1-2-6 13	2-6-7 14	2-3-7 15
	3-7-8 16	3-4-8 17	4-8-9 18	4-5-9 19	1-5-9 20	1-5-6 21	1-2-6 22
	2-6-7 23	2-3-7 24	3-7-8 25	3-4-8 26	4-8-9 27	4-5-9 28	1-5-9 29
	1-5-6 30	1-2-6 31	2-6-7 1	2-3-7 2	3-7-8 3	3-4-8 4	4-8-9 5
	4-5-9 6	1-5-9 7	1-5-6 8	1-2-6 9	2-6-7 10	2-3-7 11	3-7-8 12
<b>APRIL</b>	3-4-8 13	4-8-9 14	4-5-9 15	1-5-9 16	1-5-6 17	1-2-6 18	2-6-7 19
	2-3-7 20	3-7-8 21	3-4-8 22	4-8-9 23	4-5-9 24	1-5-9 25	1-5-6 26
	1-2-6 27	2-6-7 28	2-3-7 29	3-7-8 30	3-4-8 1	4-8-9 2	4-5-9 3
	1-5-9 4	1-5-6 5	1-2-6 6	2-6-7 7	2-3-7 8	3-7-8 9	3-4-8 10
	4-8-9 11	4-5-9 12	1-5-9 13	1-5-6 14	1-2-6 15	2-6-7 16	2-3-7 17
<b>MAY</b>	3-7-8 18	3-4-8 19	4-8-9 20	4-5-9 21	1-5-9 22	1-5-6 23	1-2-6 24
	2-6-7 25	2-3-7 26	3-7-8 27	3-4-8 28	4-8-9 29	4-5-9 30	1-5-9 31
	1-5-6 1	1-2-6 2	2-6-7 3	2-3-7 4	3-7-8 5	3-4-8 6	4-8-9 7
	4-5-9 8	1-5-9 9	1-5-6 10	1-2-6 11	2-6-7 12	2-3-7 13	3-7-8 14
	3-4-8 15	4-8-9 16	4-5-9 17	1-5-9 18	1-5-6 19	1-2-6 20	2-6-7 21
<b>JUNE</b>	2-3-7 22	3-7-8 23	3-4-8 24	4-8-9 25	4-5-9 26	1-5-9 27	1-5-6 28

### 2008 Six-Three Schedule

JULY

1-2-6 29	2-6-7 30	2-3-7 1	3-7-8 2	3-4-8 3	4-8-9 4	4-5-9 5
1-5-9 6	1-5-6 7	1-2-6 8	2-6-7 9	2-3-7 10	3-7-8 11	3-4-8 12
4-8-9 13	4-5-9 14	1-5-9 15	1-5-6 16	1-2-6 17	2-6-7 18	2-3-7 19
3-7-8 20	3-4-8 21	4-8-9 22	4-5-9 23	1-5-9 24	1-5-6 25	1-2-6 26
2-6-7 27	2-3-7 28	3-7-8 29	3-4-8 30	4-8-9 31	4-5-9 1	1-5-9 2

AUGUST

1-5-6 3	1-2-6 4	2-6-7 5	2-3-7 6	3-7-8 7	3-4-8 8	4-8-9 9
4-5-9 10	1-5-9 11	1-5-6 12	1-2-6 13	2-6-7 14	2-3-7 15	3-7-8 16
3-4-8 17	4-8-9 18	4-5-9 19	1-5-9 20	1-5-6 21	1-2-6 22	2-6-7 23
2-3-7 24	3-7-8 25	3-4-8 26	4-8-9 27	4-5-9 28	1-5-9 29	1-5-6 30

SEPTEMBER

1-2-6 31	2-6-7 1	2-3-7 2	3-7-8 3	3-4-8 4	4-8-9 5	4-5-9 6
1-5-9 7	1-5-6 8	1-2-6 9	2-6-7 10	2-3-7 11	3-7-8 12	3-4-8 13
4-8-9 14	4-5-9 15	1-5-9 16	1-5-6 17	1-2-6 18	2-6-7 19	2-3-7 20
3-7-8 21	3-4-8 22	4-8-9 23	4-5-9 24	1-5-9 25	1-5-6 26	1-2-6 27
2-6-7 28	2-3-7 29	3-7-8 30	3-4-8 1	4-8-9 2	4-5-9 3	1-5-9 4

OCTOBER

1-5-6 5	1-2-6 6	2-6-7 7	2-3-7 8	3-7-8 9	3-4-8 10	4-8-9 11
4-5-9 12	1-5-9 13	1-5-6 14	1-2-6 15	2-6-7 16	2-3-7 17	3-7-8 18
3-4-8 19	4-8-9 20	4-5-9 21	1-5-9 22	1-5-6 23	1-2-6 24	2-6-7 25
2-3-7 26	3-7-8 27	3-4-8 28	4-8-9 29	4-5-9 30	1-5-9 31	1-5-6 1

NOVEMBER

1-2-6 2	2-6-7 3	2-3-7 4	3-7-8 5	3-4-8 6	4-8-9 7	4-5-9 8
1-5-9 9	1-5-6 10	1-2-6 11	2-6-7 12	2-3-7 13	3-7-8 14	3-4-8 15
4-8-9 16	4-5-9 17	1-5-9 18	1-5-6 19	1-2-6 20	2-6-7 21	2-3-7 22
3-7-8 23	3-4-8 24	4-8-9 25	4-5-9 26	1-5-9 27	1-5-6 28	1-2-6 29

DECEMBER

2-6-7 30	2-3-7 1	3-7-8 2	3-4-8 3	4-8-9 4	4-5-9 5	1-5-9 6
1-5-6 7	1-2-6 8	2-6-7 9	2-3-7 10	3-7-8 11	3-4-8 12	4-8-9 13
4-5-9 14	1-5-9 15	1-5-6 16	1-2-6 17	2-6-7 18	2-3-7 19	3-7-8 20
3-4-8 21	4-8-9 22	4-5-9 23	1-5-9 24	1-5-6 25	1-2-6 26	2-6-7 27
2-3-7 28	3-7-8 29	3-4-8 30	4-8-9 31	4-5-9 1	1-5-9 2	1-5-6 3