

June 3, 2024

**Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Teamsters, Local 700 (Supervising Police Communication Operators/SPCOs) and the City of Chicago**

1. **Term:** July 1, 2022, through June 30, 2027--5 years (effective upon ratification by the bargaining unit and City Council)

2. **Base Salary Increases:** 18.25% - 24.25%

Effective 7/1/22	3.0%
Effective 1/1/23	3.0%
*Effective 1/1/24	3.0% - 5.0%
*Effective 1/1/25	3.0% - 5.0%
*Effective 1/1/26	3.0% - 5.0%
Effective 1/1/27	3.25%

\*In these years, the percentage increase varies depending upon the U.S. City Average CPI-U. If the CPI-U is 5% or more, then the percentage increase will be 5%. If it is between 3% and 5%, the percentage increase will be equal to the CPI-U, rounded to the nearest tenth of one percent. If it is 3% or less, the percentage increase will be 3%. The June CPI-U released in July of the preceding year will be used to determine the percentage increases in 2024, 2025 and 2026.

3. **Other Economic Terms:** Set forth in the attached tentative agreements and includes:

- **Signing Bonus:** Effective 1/1/24, City will provide a lump sum signing bonus/pandemic pay bonus in the amount of \$1,000; the City will provide a \$2,000 bonus effective 1/1/25.
- **Deferred Compensation:** Effective 1/1/24, City will contribute \$1.50 for each dollar contributed by each employee up to a maximum of \$750/year. Effective 1/1/27, the City will contribute \$1.75 for each dollar contributed by each employee up to a maximum of \$875/year.
- **Paid Parental Leave:** Extended the City's Paid Parental Leave policy to employees.
- **Holidays:** Added the Juneteenth holiday for all employees.
- **Salary Schedule:** Effective 30 days after ratification, SPCOs will be placed on a salary schedule.

4. Other Terms: Set forth in the attached tentative agreements and includes:

- **Vacations:** Employees can carry over 5 vacation days, 7 vacation days if the employee has 10 or more years of service
- **Bereavement Leave:** Expanded bereavement leave consistent with City policy
- **Change in Pay Dates:** Move the pay dates for employees to make it consistent for our represented work force.
- **Direct Deposit and Electronic Deposit Advice:** Developed a plan to move employees to direct deposit and receipt of electronic deposit advice (green slips)
- **Union Security/Janus:** Agreed to Janus language consistent with our obligations under the law, including providing information.
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.
- **Committee on Retiree Health Care:** Established a working group to study retiree health care.
- **Payments of Settlements/Judgements:** Provided a time frame by which monetary payments in settlements/judgments will be paid.
- **Recall Rights:** Extended recall rights for laid off employees.
- **Acting Up Pay:** Modified time frame for which employees are entitled to acting up pay.
- **Disciplinary Action:** Reached agreement on disciplinary action for cannabis testing.
- **Overtime Selection:** Agreed to develop a process for overtime selection.