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.