June 3, 2024

Term Sheet for the Collective Bargaining Agreement between the Illinois Council of Police (Aviation Surveillance Specialists) 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:**
   
   *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 2025 and 2026.*

3. **Other Economic Terms:**
   Set forth in the attached and includes:
   
   - **Signing Bonus:** Effective 30 days after ratification, 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.

   - **Holidays:** Added the Juneteenth holiday for all employees.

   - **Salary Schedule:** Made adjustments to the salary schedule.

4. **Other Terms:**
   Set forth in the attached and includes:
   
   - **Hours of Work:** Moved employees from 35 hours/week to 37.5 hours/week.
• **Health Insurance:** Extended the same health insurance premium increases and deductibles to these employees.

• **Bereavement Leave:** Expanded bereavement leave consistent with City policy.

• **Change in Pay Dates:** Moved 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).

• **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.