



Code: 9957
Family: Public Safety
Service: Public Safety
Group: Non-Competitive Group
Series: Exempt

CLASS TITLE: SUPERINTENDENT OF POLICE

CHARACTERISTICS OF THE CLASS

The Superintendent of Police classification works to accomplish the department's mission to serve the community and protect the lives, rights, and property of all people in Chicago.

Under direction of the Mayor, the position functions as the Chief Executive Officer of the Chicago Police Department responsible for the general management and control of the department. The position has full and complete authority to administer the department in a manner consistent with the ordinances of the City, the law of the state, the U.S. Constitution, and the rules and regulations of the Board.

ESSENTIAL DUTIES

- Sanctity of Human Life. The Department's highest priority is the sanctity of human life. The concept of the sanctity of human life is the belief that all human beings are to be perceived and treated as persons of inherent worth and dignity, regardless of race, color, sex, gender identity, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military status, immigration status, homeless status, source of income, credit history, criminal record, criminal history, or incarceration status. Department members will act with the foremost regard for the preservation of human life and the safety of all person involved
- Works to protect the lives, property, and rights of all people, maintains order, and enforces the law impartially. Ensures department provides quality police service in partnership with other members of the community and strives to attain the highest degree of ethical behavior and professional conduct at all times
- Directs a crime fighting strategy that places a primary emphasis on building trusting relationships between the Police Department and the communities it serves, and on community problem solving
- Directs a culture of wellness to help officers manage their stress and trauma appropriately, reduce officer suicides, and improve morale
- Builds productive relationships with the District Councils and the Community Commission for Public Safety and Accountability
- Directs forward-looking systemic reforms to bring the Department into full operational compliance with the requirements of the Consent Decree
- Directs the management of reform projects and tracks the implementation of reform initiatives to ensure that initiatives are completed correctly and efficiently. Coordinates with the independent monitor so that CPD is able to respond to requests for information in accordance with the Consent Decree and the Illinois Attorney General
- Directs the organization, promotion, and disciplinary action of all department members. Administers legal and legislative matters and various labor agreements, improves the department's response to domestic violence, and works with residents through community policing. Disseminates information to the public through the news media
- Develops and implements a workforce allocation plan that meets the requirements of the Consent Decree rationally deploys officers, provide beat integrity and consistency, ensures faster response times, and most effectively uses department resources to meet the City's public safety needs

- Directs general field operations, including the protection of life and property, apprehension of criminals, problem-solving to address chronic crime and disorder problems, and enforcing traffic laws and City ordinances. Coordinates and unifies the efforts to maximize use of departmental resources, personnel, and technology
- Directs the efforts of personnel trained in apprehending offenders and completing thorough and unified investigations. Serves as a liaison in matters of criminal and juvenile-related offenses, providing district law enforcement officers with investigative and arrest information, and developing and presenting criminal cases
- Responsible for all targeted operations into both international and domestic criminal enterprises. Coordinates intelligence resources to ensure that the City is protected from and can respond to a complex coordinating terrorist attack
- Utilizes impartial policing strategies, principles, and best practices to promote fairness, eliminate bias, and build community trust, as required
- Utilizes de-escalation strategies and skills to avoid, mitigate, or minimize force during community-policing encounters, as required
- Practices procedural justice strategies by giving voice, neutrality, respect, and trustworthiness in policing actions, as required
- Complies with department rules, regulations, policies, and all Federal, State, and Municipal laws that govern the activities of Police Officers
- Takes steps to build, maintain, and improve professional skills through participation in mandatory training and education, and through the use of other resources made available by the department
- Takes steps to build and maintain personal fitness and wellness by taking care of one's overall health and accessing resources made available by the department

NOTE: *The list of essential duties is not intended to be inclusive; there may be other duties that are essential to particular positions within the class.*

MINIMUM QUALIFICATIONS

Education, Training, and Experience

- Minimum qualifications subject to change depending on appointment of the Mayor and confirmation of the City Council
- The Chicago Police Board expects successful candidates to possess the following:
 - Bachelor's degree from an accredited college or university
 - Graduate degree (successful completion of a significant number of graduate-level course at) an accredited college or university, or the successful completion of advanced law enforcement and leadership training at a recognized institution, such as the FBI National Academy or Northwestern University's School of Police Staff and Command
 - Extensive experience as a high-level executive in charge of critical department functions in a mid-size or large law enforcement agency

Licensure, Certification, or Other Qualifications

- Must maintain the ability to safely handle and use a Department approved firearm
- Valid State of Illinois Driver's License

WORKING CONDITIONS

- Police facility environment
- Travel anywhere within the boundaries of the City of Chicago as well as domestic and international, as required
- Department operates twenty-four (24) hours a day, every day of the year, including weekends and recognized holidays
- Exposure to outdoor weather conditions, including extreme weather situations
- Exposure to hazardous or life-threatening situations

EQUIPMENT (including but not limited to)

- Computers and peripheral equipment (e.g., personal computer, computer terminals, mobile data computers)
- Standard office equipment
- Two-way radios
- Body worn camera
- Handcuffs
- Specialized safety equipment (e.g., bulletproof vest, helmet, etc.)
- Transportation (e.g., car, bicycle, motorcycle, Segway, etc.) and associated equipment
- Personal defense weapons (e.g., baton, taser, handgun, rifle, shotgun, handheld chemical agent, etc.)

PHYSICAL REQUIREMENTS

- No specific requirements

KNOWLEDGE, SKILLS, ABILITIES, AND ATTRIBUTES

Positions assigned to executive leadership roles within the Chicago Police Department are expected to possess the following knowledge, skills, abilities, and attributes.

- Commitment to upholding high moral standards and values; including acting in accordance with an ethical and honorable code of conduct in both personal and professional situations (e.g., remaining fair and firm in actions and judgments) to earn the trust and respect of the communities we serve
- Track record of successfully implementing mission-driven crime-reduction strategies
- Commitment to the timely implementation of Consent Decree requirements and ability to obtain buy-in at all levels of the department (prior work with a Federal monitor or similar process would be highly beneficial)
- Demonstrated commitment to holding supervisory personnel accountable for the timely and effective execution of organizational policy by individuals under their command
- Experience implementing data-driven initiatives to deploy personnel and resource management to achieve crime reduction and maintaining a robust data management infrastructure
- Exemplary and proven record of working with diverse populations and interest groups found within a major urban city and of integrating community input into the planning and implementation of police services

- Commitment to community policing by building strong community partnerships and positive interactions to effectively engage with the public in problem-solving techniques, which include the proactive identification and analysis of issues in order to develop solutions and evaluate outcomes
 - Commitment to and demonstrated experience expanding and maintaining a diverse and inclusive workforce that reflects the population it serves
 - Commitment to implementing impartial policing ensuring department members provide services equitably to all members of the public without bias and will treat all persons with the courtesy and dignity which is inherently due every person as a human being without reference to stereotype (i.e., race, color, ethnicity, religion, homeless status, national origin, immigration status, gender identity or expression, sexual orientation, socio-economic class, age, disability, incarceration status, or criminal history)
 - Commitment to procedural justice ensuring department members utilize techniques for communicating with complainants and members of the public to bolster relationships and promote positive change through fairness in the process, transparency in actions, promoting opportunities or voice, and providing impartiality in decision making
 - Commitment to ensuring members utilize de-escalation techniques through the use of distance, speech, tone, empathy, and other tools to peacefully resolve a situation and minimize the need to use force; only use force that is proportional to the threat faced and immediately reduce the level of force as the threat diminishes
 - Demonstrated ability to motivate police officers to effectively address criminal conduct, while at the same time avoiding excessive force, corruption, verbal abuse, or other misconduct which undermine the public's trust in the department
 - Extensive experience in devising and implementing plans to address terrorism threats
 - Administrative, budgetary, and strategic management skills needed to assist in the direction of a large complex police agency
 - Outstanding skills in communicating and interacting with the media, community organizations, elected officials, and the general public
 - Experience dealing with labor-management issues and the ability to work effectively with employee unions
 - Demonstrated experience in addressing officer mental health and wellness
 - Willingness and ability to work with other law-enforcement agencies (e.g., Office of the State's Attorney, Department of Homeland Security, Federal Bureau of Investigation, U.S. Attorney's Office, other U.S. Department of Justice agencies, state and local police agencies) on general crime-related issues and anti-terrorism efforts in a manner that is consistent with the rules set forth under the ordinances of the City, laws of the State of Illinois, U.S. Constitution and the rules and regulations of the Board
-

All employees of the City of Chicago must demonstrate commitment to and compliance with applicable state and federal laws, and City ordinances and rules; the City's Ethics standards; and other City policies and procedures.

The City of Chicago will consider equivalent foreign degrees, accreditations, and credentials in evaluating qualifications.

* May be required at entry.

CODE: 9957

CLASS TITLE: SUPERINTENDENT OF POLICE

Department of Human Resources
Previously updated: September, 2021
Current version: October, 2023