



CITY OF CHICAGO



COMMUNITY COMMISSION FOR
PUBLIC SAFETY AND ACCOUNTABILITY

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COMMUNITY COMMISSION FOR PUBLIC SAFETY AND ACCOUNTABILITY NOMINATES THREE CANDIDATES FOR CHICAGO POLICE SUPERINTENDENT

CHICAGO- Today, the Community Commission for Public Safety and Accountability announced the nomination of three exceptional candidates for consideration as the next Superintendent of the Chicago Police Department: (in alphabetical order) Madison, Wisconsin Chief of Police Shon F. Barnes, CPD Chief of Constitutional Policing and Reform Angel Novalez, and CPD Chief of Counterterrorism Larry Snelling. Following a rigorous 120-day search process, these nominees have emerged as outstanding leaders who possess the qualities and expertise necessary to address the unique challenges facing our city and the Chicago Police Department.

President Anthony Driver expressed the significance of this moment in our city's history, stating, "Today marks a historic milestone in Chicago's journey towards enhanced civilian oversight and effective law enforcement. The nomination of Chief Barnes, Chief Novalez, and Chief Snelling represents our commitment to selecting leaders who can reduce crime and increase safety, inspire positive change, boost officer morale, foster community trust, and navigate the complex issues in policing."

Throughout the 120-day search process, the Commission designed and diligently followed a comprehensive and community-driven approach. Key highlights of the search process include:

- **Nationwide Search:** The Commission launched a nationwide search on April 7, 2023 to attract a diverse pool of candidates with extensive leadership experience enacting forward-looking systemic reforms. 54 applicants applied.
- **Extensive and Intentional Community Engagement:** The Commission hosted seven public forums, interviewed 34 subject matter experts, and met with 68 organizations, including activist and advocacy groups, business groups, community-based organizations, faith-based organizations, social service agencies, legal aid providers, affinity groups, and labor groups, including police unions. The Commission also created surveys and received more than 600 responses, including 270 from sworn Chicago Police officers. These efforts generated a wealth of advice and guidance from a wide range of people with deep knowledge and relevant experience, which shaped the Commission's search process.

- **Thorough Evaluation:** The Commission reviewed each application meticulously and conducted multiple rounds of interviews to assess the candidates' qualifications, experience, and alignment with the goals and values outlined by the Commission. A comprehensive rubric guided the evaluation process, which incorporated community feedback and expert input.

"These candidates personify the qualities we sought in the next Superintendent—integrity, accountability, and a forward-thinking approach to policing," Commissioner Remel Terry said. "We believe they possess the vision and expertise needed to lead the Chicago Police Department and build trust between law enforcement and our communities."

The nominated candidates bring diverse backgrounds and valuable experience to the table:

Chief Shon Barnes has been a police officer and police executive for 23 years. Currently, he serves as the Chief of Police in Madison, Wisconsin. He is a highly regarded leader recognized for his expertise in crime reduction, community-based and problem-oriented policing strategies, and community-police relations. He was the Deputy Chief of Police in Salisbury, North Carolina from 2017 to 2020 and Captain of the Greensboro, North Carolina Police Department, where he began his career as a patrol officer in 2000. He also served as the Director of Training and Professional Development for the Civilian Office of Police Accountability (COPA) in Chicago. He was honored as a National Institute of Justice, LEADS scholar, for using innovative technology to reduce crime. He is also a University of Chicago Police Leadership Academy Committee member. Chief Barnes is an accomplished academic with a Ph.D in Leadership Studies, specializing in Community and Civic Engagement, Strategic Planning, Police Disparities, and Organizational Change. His dissertation examined racial disparities and profiling in police traffic stops. He earned his PhD Magna Cum Laude from North Carolina A&T University and a Masters in Science, in Criminal Justice, from the University of Cincinnati.

Chief Angel Novalez is a 23-year member of the Chicago Police Department. He currently serves as the Chief of Constitutional Policing and Reform. He is responsible for leading the Department's policy, training, and reform strategy, and leading the efforts to bring the Department further into compliance with the Consent Decree. As Deputy Chief of Community Policing from 2021 until 2022, he oversaw the Department's community policing efforts, youth engagement, the Neighborhood Policing Initiative (NPI) Program, and the expansion of CPD's Civil Rights Unit. He was also responsible for fulfilling community policing related Consent Decree requirements. He previously served as Commander of the Office of Community Policing from 2020 until 2021, a Lieutenant in Area 4 in 2020, a Sergeant in the 5th District, and a police officer in various neighborhoods. He has also served as the commanding officer of the Procedural Justice Training Program at the Education and Training Division. Chief Novalez has testified before the U.S Senate Judiciary Committee about the impact of gun violence on Chicago communities and officers in law enforcement. He received a Bachelor's Degree in public safety management from Calumet College of St. Joseph, and is currently a candidate for an MBA from St. Xavier University.

Chief Larry Snelling is a 28-year member of the Chicago Police Department. Currently, he serves as the Chief of Counterterrorism for the Chicago Police Department and oversees 1,200 Department members assigned to multiple divisions including Criminal Networks, Airport

Operations, and the Public Transportation Section. Chief Snelling served as the Deputy Chief Area 2 from 2020 until 2022, Commander of the 7th District in 2020, Lieutenant of the 7th District from 2019 until 2020, Sergeant of Training from 2011 until 2019, Sergeant of Patrol of the 22nd District from 2010 until 2011, and as an instructor in the training academy from 2001 until 2010. He redesigned the Department's current use of force training model around national best practices and constitutional policing, and he has testified as an expert in federal use of force cases. Chief Snelling was a lead trainer for field force training for the 2012 Chicago NATO Summit. He received his BA from DePaul University and is currently a candidate for a Masters of Ethical Leadership from the University of Chicago.

The Commission will submit the names of the three nominated candidates to Mayor Brandon Johnson for his consideration. Per city ordinance, the Mayor has 30 days to review the candidates and make a selection. The Commission will continue to provide updates via the CCPSA website and remains committed to fostering a collaborative partnership between the community, the Mayor's office, and the future Superintendent.

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