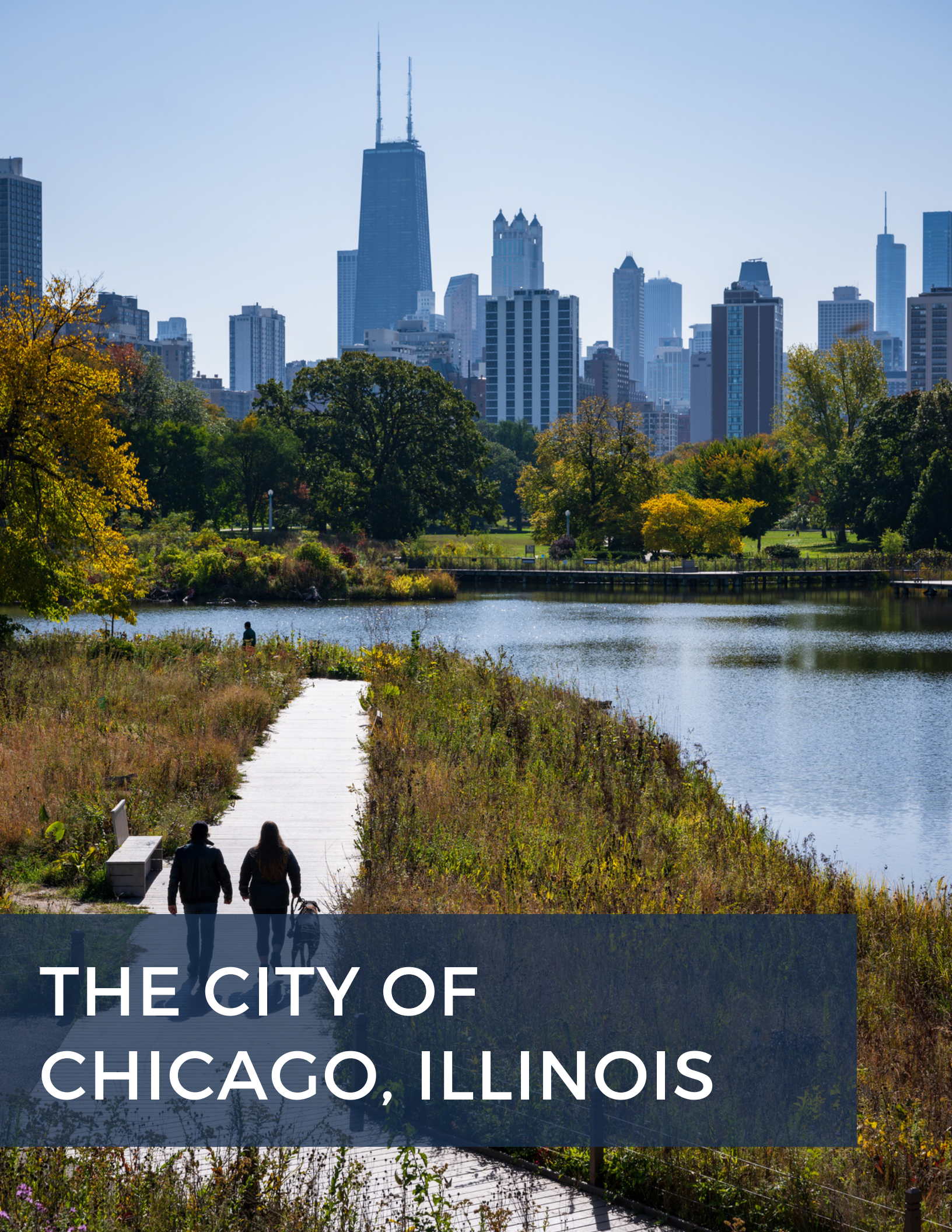
A NATIONAL SEARCH IS UNDERWAY FOR A NEW POLICE SUPERINTENDENT

CCPSA
Community Commission for Public Safety and Accountability

SUPERINTENDENT OF THE CHICAGO POLICE DEPARTMENT



THE CITY OF CHICAGO, ILLINOIS

THE OPPORTUNITY

A national search is underway to attract effective, forward-thinking, community-minded candidates to serve as the next Superintendent of the Chicago Police Department.

The position of Police Superintendent offers an extraordinary opportunity to be a significant agent of change in Chicago. Leading the second largest police agency in the country, the Police Superintendent will take on critical challenges facing our city: increasing public safety, delivering systemwide police reforms, supporting officer wellness, and cultivating deep and lasting trust with communities. The next person to serve in this role must be prepared to manage a workforce of approximately 13,000 people and an annual operating budget of almost $2 billion, communicate effectively while building community with Chicagoans of all walks of life, and implement innovative, equitable, and research-driven strategies to improve the quality of life in every neighborhood of Chicago.

THE COMMUNITY

Chicago is the third largest city in the country, with over 2.7 million people residing in an area of 234 square miles. Chicago is a world-class city, with the city's bustling commerce district centered in a downtown. But at its heart, Chicago has always been a city of neighborhoods. Chicago's 77 official community areas are incredibly diverse, each one boasting its own character and history.

Chicago is a vibrant city with an array of amenities. One of the most notable features of the city is its stunning and eclectic architecture, including the iconic Willis Tower, the Wrigley Building, and the Tribune Tower. The city is home to two zoos, an aquarium, a planetarium, and a number of renowned museums, including the Art Institute of Chicago, the Museum of Science and Industry, and the Field Museum of Natural History.

Discover an Urban Icon of Beauty and Culture

Situated next to Lake Michigan, the city has many beaches and beautiful lakeside trails. The Chicago River flows through the middle of the city and branches out to the north and south, providing a variety of riverfront activities, boat tours, and amazing views of Chicago's scenic skyline.

The city features more than 600 parks in neighborhoods across the city, including Grant Park, Millenium Park, Garfield Park, Jackson Park, and Humboldt Park. They offer walking and biking trails, picnic areas, and countless other opportunities for recreation, as well as year-round cultural programming.

Chicago also has extraordinary opportunities to enjoy theater, music, and dance in venues large and small throughout the city.

The city also boasts a vibrant culinary scene with an abundance of restaurants serving a variety of cuisines that reflect the city's rich and diverse ethnic and cultural heritage.

Chicago is a sports fan's paradise, with teams in all major professional sports leagues, including recent WNBA Champions, the Chicago Sky.

Chicago is a large city, but it's also easily traversable, with plenty of bike lanes and a highly developed public transit system, including its well-known elevated trainline (the "L") that connects each corner of the city.

THE GOVERNMENT

The City of Chicago operates under a mayor and a city council. The mayor is the head of the executive branch of the city government and oversees municipal departments. The Police Superintendent reports to the mayor. City Council is the legislative branch and is comprised of alders who each represent one of Chicago's 50 wards. The mayor and the alders serve four-year terms. Current Mayor Lori Lightfoot finishes her term on May 15, 2023, at which point Brandon Johnson, recently elected to serve as the next mayor, will succeed her.

In July 2021, the City Council passed an ordinance expanding the City's system of police oversight, accountability, and public safety. The law creates two bodies: a citywide Community Commission for Public Safety and Accountability, with the power to advance systemic reform, and District Councils, which are elected in each police district and work to improve policing and public safety at the local district level.

The Commission is responsible for nominating candidates for Superintendent, setting annual goals, and reviewing performance. The Commission also plays a central role in removal proceedings. The Commission and District Councils bring police officers and Chicago residents together to plan, prioritize, and build mutual trust; strengthen the police accountability system; give Chicagoans a meaningful new role in oversight; and explore and advance alternative effective approaches to public safety.

THE POLICE DEPARTMENT

The Chicago Police Department is the nation's second largest police agency. The Department strives for proactive and constitutional policing, transparency, accountability, and an overall commitment to professionalism among its officers. Recently, the Department opened a state-of-the-art police training academy situated on 30 acres of land. The Department currently organizes its police force into 22 police districts and 5 detective areas. The Superintendent oversees the Department with support from two deputy superintendents and multiple chiefs overseeing different bureaus.

Chicago Police Consent Decree

The Department is currently in its fourth year under a federally enforced Consent Decree. The Consent Decree requires the Department to make systemic reforms in the following areas: community policing; impartial policing; crisis intervention; use of force; recruitment, hiring, and promotions; training; supervision; officer wellness and support; accountability and transparency; and data collection, analysis, and management. The Consent Decree is overseen by a court-appointed Independent Monitor. As of the Monitor's most recent report, the Department had reached:

- 78% preliminary compliance
- 22% secondary compliance
- 5% full compliance.

Vision Statement:

All Chicagoans are safe, supported, and proud of the Chicago Police Department.

Mission Statement:

To serve our communities and protect the lives, rights, and property of all people in Chicago.

Core Values:

Professionalism, Integrity, Courage, Dedication, and Respect.

Size of the Department:

Approximately 11,700 sworn officers
Approximately 950 other employees
Budget for approximately 14,000 employees

2023 Department Budget:

$1,943,389,802

CPD'S CORE VALUES

Professionalism

"As members of a highly trained profession, we will conduct ourselves in a manner that is consistent with professional standards for performance, both on duty and off duty. These standards include adherence to our Vision, Mission Statement, and other Core Values. We perform our roles ethically and knowledgeably, and we represent the values of the Chicago Police Department regardless of the circumstances. We hold ourselves and each other accountable to these standards."

Integrity

"The adherence to moral and ethical principles and the consistency of value-based actions, is our standard. We strive to earn the trust and respect of those whom we serve. We are of strong character, possessing the personal values and mental and emotional attributes that enable us to make ethical decisions and empathize with others. We do what is right because it is the right thing to do."

Courage

"Courage is not the absence of fear, but rather its mastery. We will remain courageous in our actions. We recognize that there are two types of courage, physical and moral. Physical courage is recognizing danger to oneself or to others, but persisting in our duty regardless. Moral courage is the adherence to principle, integrity, and dedication no matter how easy it may be to do otherwise. It is putting character ahead of expediency; putting what is right ahead of what may be popular."

Dedication

"As police officers, we are charged to serve and protect all people of the City of Chicago, to preserve order, and to uphold the law. However, our calling extends above and beyond the obligations of professionalism or the law. Dedication means that we are driven by a sense of personal duty to our work and the Department's Vision, Mission Statement, and other Core Values. We demonstrate our dedication by striving to give our best effort in every interaction and task, no matter how small. Every day, we seek creative and effective solutions to public safety and aspire to be a symbol for excellence in the policing profession."

Respect

"Respect means that we treat each other and the communities we serve as we would like to be treated: with compassion and dignity. Within the Department, we strive to ensure all members are supported and empowered, regardless of rank or position. Outside of the Department, we strive to partner with the communities we serve through transparency, accountability, and building mutual trust. We recognize that the respect we owe to our communities is not conditional, and we recognize that respect as a value must permeate every police action we undertake."

THE POSITION

The Police Superintendent oversees the Chicago Police Department. The Superintendent is nominated by the Community Commission for Public Safety and Accountability, appointed by the mayor of Chicago, and confirmed by the Chicago City Council. The Superintendent is responsible for the Chicago Police Department's relationship with the entire community, municipal government, and outside agencies. The Superintendent serves at the pleasure of the mayor.

KEY CHALLENGES & OPPORTUNITIES

The role of Superintendent of the Chicago Police Department is one of the most demanding positions in law enforcement nationwide. The next Superintendent must grapple with reduced trust in policing, rooted in a painful history of unconstitutional practices, as well as higher crime rates, and an increase in the number of police officers who have left their jobs.

Chicago's next superintendent must chart a path forward, increase community trust and officer morale and lead one of the most important reformations and transformations that directly tackle the following:

- Reducing Chicago's crime rates, with an emphasis on addressing gun violence.
- Increasing clearance rates.
- Enacting forward-looking systemic reforms to bring the Department into full operational compliance with the requirements of the Consent Decree.
- Building 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.
- Improving morale, working conditions, and communications within the Department, and dedicating more resources to officer mental health and wellness.
- Developing and enacting a workforce allocation plan that meets the requirements of the Consent Decree, rationally deploys officers, provides beat integrity and consistency, ensures faster response times, and most efficiently uses Police Department resources to meet the city's public safety needs.
- Building productive relationships with the District Councils and the Community Commission for Public Safety and Accountability.
- Strengthening the Department's internal accountability processes.
- Bolstering the Department's recruitment, retention, and promotion efforts and ensuring that its workforce reflects the diversity of the communities they serve, and the process is fair and equitable.
- Enhancing officer training and education programs to improve legal and policy compliance.

QUALIFICATIONS

Experience

Extensive experience as a high-level executive in charge of critical departmental functions in a large law enforcement agency. At least 10 years of increasingly responsible managerial and supervisory experience in municipal law enforcement. A demonstrated track record of working effectively with diverse communities, conducting meaningful public engagement, and fostering positive ties with neighborhoods. Experience implementing reforms and working with court-enforced consent decrees is preferred.

Education

Required:

- Either a bachelor's degree from an accredited college or university, or
- A minimum of 60 credit hours from an accredited college or university plus at least 15 years of experience as detailed above.

Preferred:

- Graduate degree from (or successful completion of a significant number of graduate-level courses at) an accredited college or university.
- Successful completion of advanced law enforcement and leadership training at a recognized institution.

Residency

The Chicago Municipal Code requires all City employees to reside within the city limits. If the successful candidate is not currently a Chicago resident, they must relocate within the shortest feasible time after being appointed.

A successful candidate will demonstrate the following key attributes:

- A personal and professional history reflecting the highest standards of integrity.
- A track record of successfully implementing mission-driven and community-oriented crime-reduction strategies.
- An ability to motivate police officers to reduce crime and build public trust through constitutional policing and ensure that any personnel who engage in excessive force or other misconduct are held appropriately accountable.
- An exemplary record of working with diverse populations and interest groups found within a major urban city and integrating community input into the planning and implementation of police services.
- An ability to identify and assess needed changes in a department and create reforms and organizational policies to address those needs.
- Administrative, budgetary, and strategic management skills to direct a large, complex police agency.

- Outstanding skills in communicating and interacting with the media, community organizations, elected officials, other government agencies, and the general public.
- The ability to hold supervisory personnel accountable for the timely and effective execution of organizational policy.
- A history of fostering positive and sustained changes in workforce culture.
- Experience implementing data-driven initiatives for deploying personnel and resources.
- A commitment to expand and retain a diverse and inclusive workforce.
- The ability to work effectively with employee unions.
- Experience in supporting officer mental health, wellness, and morale.
- Knowledge of Consent Decree requirements and ideas about how to accelerate compliance.

APPLICATION & SELECTION PROCESS

Apply by May 7, 2023

Candidates are encouraged to apply by submitting a comprehensive resume, compelling cover letter, and list of five professional references to superintendentsearch@cityofchicago.org. References will not be contacted until mutual interest has been established. After the mayor makes a selection, an offer will follow, contingent on confirmation by City Council and the successful completion of the remainder of the City's hiring process.

Process:

Pursuant to Chicago Municipal Code 2-80-080, the appointment of the Police Superintendent follows a three-stage process:

1. The Community Commission for Public Safety and Accountability will review applications, interview applicants, and submit the names of three finalists to the mayor by July 14.

2. The mayor will review the three finalists and select one to be the next Superintendent. If the mayor declines to appoint any of the three finalists, the mayor will request three new names from the Commission.

3. The mayor's selection for Superintendent is subject to City Council approval.

COMPENSATION AND BENEFITS

The City of Chicago's 2023 budgeted salary is $260,004 and includes an excellent benefits package. The budget is assessed annually.

For more information, please email superintendentsearch@cityofchicago.org.

Confidentiality:

The Commission will make every effort to maintain confidentiality regarding all matters pertaining to individual applicants. However, the names of the three nominees that the Commission submits to the mayor will become public. The three finalists will be notified in advance of any public announcement of their nomination and may also be asked to appear at community events. If the mayor declines to appoint any of the three finalists, the law requires the Commission to publish the mayor's written explanation for not selecting any of the Commission's nominees. Finally, a portion of your application may become public via an Illinois FOIA request.

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WEB & EMAIL

Superintendentsearch@cityofchicago.org
www.chicago.gov/chicagocommunitycommission

The City of Chicago is an Equal Employment Opportunity and Military Friendly Employer.

"Chicago deserves a leader who is committed to public safety and understands the importance of building trust and relationships with the communities they serve. We need a visionary leader who is willing to work collaboratively with community members to create a safer and more equitable city for all."

Anthony Driver
Commission President

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