



POLICE BOARD
CITY OF CHICAGO

FOR IMMEDIATE RELEASE

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**Chicago Police Board Announces Three Candidates
for Police Superintendent**

The Chicago Police Board today nominated three candidates for consideration as Chicago's next Superintendent of Police. After a thorough evaluation and review of 25 applicants, the Board selected the following three finalists (in alphabetical order): **David Brown**, **Ernest Cato III**, and **Kristen Ziman**.

As required by city ordinance, when there is a vacancy in the Superintendent's position, the Police Board is responsible for nominating three candidates for consideration by the Mayor.

"At no time in its history has the Chicago Police Department faced greater challenges, and finding the best possible leader is of the utmost importance," said Police Board President Ghian Foreman. "And this was true before the COVID-19 outbreak. Now, as the City faces an unprecedented public-health crisis, we need to move forward with the selection process so that a permanent leader can be named to this critically important position. We are confident that we have identified three highly-qualified candidates, each of whom has the experience and ability to lead the CPD during this time of crisis and well into the future," said President Foreman.

Police Superintendent Finalists

David Brown is a nationally-recognized expert on law enforcement and crisis management. He served as the Chief of Police of Dallas, the nation's ninth-largest city, from 2010 to 2016. During Brown's years as chief, crime rates in Dallas decreased markedly, and four of those years had the lowest homicide rates the city had seen since the 1950s. Brown, who came up through the ranks of the Dallas Police Department, is a 33-year law enforcement veteran.

Ernest Cato III is Deputy Chief of Patrol for the Chicago Police Department, where he oversees nine police districts covering the City's West, Northwest, and North Sides. He joined the CPD in 1990 and has experience as a beat officer, homicide detective, and as a patrol and tactical supervisor. Cato served as Commander of the 15th District in Austin, one



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of the City's most challenging districts; shootings decreased significantly during his tenure in the Austin District.

Kristen Ziman is Chief of Police of Aurora, the second-largest city in Illinois. Since her appointment as chief in 2016 shootings and other violent crime in Aurora have declined, and she has extensive experience in responding to crises, building community relationships, and police training. Ziman became a police officer in 1994 and rose through the ranks of the Aurora Police Department, working patrol, field training, community policing, and domestic-violence investigations.

For more information on the finalists, go to the News section of ChicagoPoliceBoard.org.

The Police Board's Search Process

The Board began a national search for a new Superintendent in November 2019. "We developed a detailed job description and application, which was posted on our website and sent to a diverse array of organizations, including many community groups and professional law enforcement associations," said President Foreman. "Our application process was designed to require each applicant to make a detailed presentation of their experience and leadership abilities based on the criteria set out in the application. Our intention was to get as many qualified people as possible to apply so we had a deep pool from which to send candidates to the Mayor."

An essential part of the search process was a series of listening sessions the Board held across the City. In addition to the three two-hour town hall meetings the Board hosted in December on the South, West, and North Sides of the City, Board members met with approximately 25 organizations. "We heard directly from Chicagoans their views on the qualifications and experience we should be looking for in the next Superintendent, and we brought this invaluable community input into our interviews and deliberations," said President Foreman.

The Board set an application deadline of January 13 and received 25 applications. "As I mentioned at the January Police Board public meeting, the applicants came from within and outside of Chicago, and were diverse in experience, gender, and racial and ethnic background," noted President Foreman.

The Board members each reviewed the 25 applications, in which each candidate addressed a series of questions about what they had done in respect to the skills and experiences the



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Board had determined—in part based on community input—that are essential to being a successful leader of the Chicago Police Department. These included building strong community relations, reducing crime and violence, and developing strategies to build the competence of the police force through training and exposure to the most effective policing practices.

The Board members then met in executive session to discuss the 25 applicants and identify the most-qualified candidates. The Board conducted in-depth interviews with nine candidates over several days in late January. The Board then undertook a thorough review of the candidates' professional accomplishments and reputations. "We met and considered all this information as a group, blended it with our personal insights based on the interviews with the candidates, and discussed how each candidate fit the criteria we had included in our original job description and what we had heard from the community listening sessions. We engaged in hours of deliberations to identify the three candidates best-qualified for the position," President Foreman stated.

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