



Code: 9752

Family: Public Safety

Service: Public Safety

Group: Police Service

Series: Exempt

CLASS TITLE: COMMANDER

CHARACTERISTICS OF THE CLASS

The Commander 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 general direction, manages the activities of an assigned District, a detective unit or a special unit; and performs related duties as required

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 persons involved
- Promotes the principles and values of the Chicago Police Department to ensure district or unit procedures are consistent with the goals of strengthening the department's relationship with the community, including ensuring that staff participate in community-oriented policing activities
- Fosters and promotes community relations by being present and accessible; participation in various community events; initiating CPD-sponsored activities; walking the neighborhood in a manner that invites residents to ask questions and raise issues
- Develops, reviews, and recommends changes to operational procedures and standards and assists with implementation within a district or unit to ensure the efficiency and effectiveness of operations; consistency with department policies and procedures; and participates in the development of policies, procedures, and directives
- Supports and actively promotes City and CPD policies on a workplace free from discrimination and harassment by fostering respect for diversity and complying with EEO policies
- Manages the use of department equipment and other resources and ensures that staff have access to the resources needed to plan work; conduct investigations; make informed decisions; and solve problems
- Reviews citizen complaints and investigations of employee misconduct to ensure the integrity of complaint investigations
- Assesses and reviews complex written information including policies and procedures, legislation, case law, etc. to evaluate operations, inform decisions, and determine compliance with policies, procedures, and legal mandates
- Observes subordinate behavior for signs of personal/wellness problems and suggest appropriate resources to address problem(s)
- Reviews, assesses, and implements appropriate responses to issues based on data gathered through a variety of sources
- Assesses data and reports on gang activity, narcotics complaints, vice, and traffic conditions to implement policies and deploy resources
- Develops, reviews, and approves plans regarding patrols, staffing, public education, and ensuring overall effective and efficient use of all District resources

- Directs research and analysis related to developing long-term plans regarding operations and developing policies and procedures to address current and potential new problems
- Establishes direction regarding internal communication to ensure consistent messaging between shifts and various units within the district. Also ensures effective upward and downward communication
- Leads and collaborates with other stakeholders to jointly interpret policies, rules, regulations, and bargaining agreements; plans, modifies, and reviews the effectiveness of current initiatives; and develops solutions and/or course of actions
- Pro-actively engage with elected officials; community leaders; business groups; and other organizations to foster cooperation, prioritize, and share resources and information
- Provides direction, consultation, and guidance to staff to maintain staff performance, help them resolve unusual, sensitive, or complex problems; and ensure staff compliance with policies and procedures
- Responds to crime, accident, and emergency scenes to assist and observe officers, or to take command as the situation dictates
- Adapts work plans and staff schedules to meet changing priorities of work objectives, personnel, resources, and/or workload demands in accordance with collective bargaining agreements
- Conducts performance evaluations to document staff performance; reviews performance evaluations completed by subordinate supervisors to ensure that proper procedures are followed, and evaluation processes are conducted in a standardized manner
- Performs facility management duties, including determining and scheduling maintenance and repairs
- Utilizes impartial policing strategies, principles, and best practices to promote fairness, eliminates bias, and build community trust
- Utilizes de-escalation strategies and skills to avoid, mitigate, or minimize force during community-policing encounters
- Practices procedural justice strategies by giving voice, neutrality, respect, and trustworthiness in policing actions
- Complies with department rules, regulations, and 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

At the time of appointment, positions must possess:

- Ten (10) years experience with the Chicago Police Department as a sworn officer

Possess any of the following active-duty experience

- Any length of time as a Captain, OR

- Two (2) years as a Lieutenant, OR
- One (1) year as a Lieutenant of Police with a specialized skill or training
- Bachelor's degree from an accredited college or university

Licensure, Certification, or Other Qualifications

- Must have a valid State of Illinois driver's license at the time of hire
- Must be a resident in the City of Chicago at the time of hire
- Must have a valid Firearm Owner's Identification (FOID) card issued by the State of Illinois

PREFERRED KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS

Leadership:

1. Demonstrated ability to lead teams, make timely decisions under pressure, and effectively communicate with diverse groups.
2. Significant experience in operations and/or executive leadership roles, such as demonstrated leadership abilities in investigations, community policing, field operations, task force management, officer wellness management, special functions, crime control strategies, quality of life initiatives, threat management, crisis response, or strategic and tactical plans for crime prevention and public safety.
3. Demonstrated ability to serve as an ethical leader that adheres to the law and Department policies, emphasizing accountability, transparency, and the consideration of and being responsive to community feedback.
4. Demonstrated ability to supervise, coordinate, and lead activities during critical operations, large-scale community events, or mass impact situations.
5. Demonstrated ability to manage mass public interactions during high profile situations.

Knowledge:

1. Awareness and understanding of the Department's budget, including at the unit or operational area level, and ability to justify expenditures and articulate rationale for resources.
2. Demonstrated ability to review, interpret, and respond to Department data and analysis.
3. Demonstrated ability to review, analyze and respond to incidents, crimes, and events; consider the type, severity, and location; and appropriately adjust the deployment of resources and staffing.

WORKING CONDITIONS

- General office environment and in the field (approximately 50/50)
- Assignment anywhere within the boundaries of the City of Chicago
- Assignment Duty hours may be at any time; Department operates twenty-four (24) hours a day, every day of the year, including weekends and recognized holidays
- Interaction with the public in a variety of situations
- Exposure to outdoor weather conditions including extreme weather situations
- Exposure to hazardous or life-threatening situations
- May require travel outside the City of Chicago or State of Illinois

EQUIPMENT

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

PHYSICAL REQUIREMENTS

- Reaction Time – Ability to quickly initiate a response to one or more stimuli; the situation could involve a choice of reactions (e.g., hit the brakes or gas when a vehicle skids) or a single reaction
- Fine Hand/Body Movements – Ability to use fingers, hands, arms and other body parts to make skilled muscle movements (e.g., to handle objects, tools, or controls)
- Balance/Coordination – Ability to maintain an upright position and stay balanced (e.g., standing or sitting for extended or continuous periods of time) and/or coordinate the movement of arms, legs, and trunk of the body (e.g., when walking or crawling across a narrow beam).
- Muscular Endurance – Ability to use muscles repeatedly without a rest; involves using one's arms and trunk in moving one's body weight for some time or across some distance (e.g., to climb a rope)
- Stamina – Ability to exert oneself physically over long periods of time without getting winded or out of breath
- Flexibility – Ability to stretch or extend one's arms and legs and their muscle groups and make continuous arm and leg flexing movements with some speed (e.g., to reach with hands and arms, stoop, bend, kneel, crouch)
- Muscular Strength – Ability to exert force continuously such as when lifting, pushing, or pulling objects or people
- Ability to safely and lawfully operate automotive vehicles and associated equipment
- Ability to safely and appropriately use specialized law enforcement tools and equipment to include firearms, handcuffs, batons, and other items
- Hearing and recognizing the normal range of sounds in terms of loudness, pitch, tone, patterns or rhythms, or duration
- Specific vision abilities may include close vision, distance vision, peripheral vision, depth perception, ability to adjust focus
- Must pass all phases of the selection process including a medical evaluation, drug screen, and physical performance test
- Using the necessary force to restrain a person when making an arrest
- Standing for extended or continuous periods of time

- Sitting for extended periods of time
- Walking for extended periods of time
- Remaining alert or vigilant and reacting to infrequent but important events or specific details within a stream of information (e.g., alarms, radio)

KNOWLEDGE, SKILLS, ABILITIES, AND OTHER WORK REQUIREMENTS

Knowledge

- *general powers and authorities of law enforcement officers, including public safety and security procedures and strategies to effectively enforce laws and protect lives and property
- *Federal, State, and Municipal criminal and traffic laws and ordinances and related departmental policies, directives, and resources
- *Chicago Police Department directives, operations, and regulations
- notification requirements, systems, and procedures used for internal reporting and communication with external agencies
- policies and procedures regarding the conduct of preliminary investigations including reporting instructions
- processing of persons under Department control, including handling of special populations
- Department policies and procedures regarding the handling of emergency responses, major incidents, and special operations
- crime conditions, trends, patterns, and crime reduction initiative(s)
- constitutional and other legal protections associated with investigative and interviewing processes
- evidence protection, recovery, and collection procedures and techniques
- *classification of incidents and report preparation guidelines as outlined in the CPD Incident Reporting Guide and Field Reporting Manual
- applicable CPD Training Bulletins
- applicable collective bargaining agreements (e.g., FOP, PBPA)
- the court ordered Consent Decree, including knowledge of policies and procedures regarding procedural justice, use of force and force mitigation, de-escalation, impartial policing, community policing, and responding to individuals in crisis
- law enforcement supervision, management and leadership techniques and principles
- department and external computer resources and databases
- *geographical locations in the City of Chicago
- *traffic operations and city's street address grid
- *ground traffic control management

Knowledge of applicable City and department policies, procedures, rules, and regulations

Other knowledge as required for successful performance in the Sergeant, Lieutenant and Captain classes

Skills

- *IMPARTIAL POLICING – 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)

- *PROCEDURAL JUSTICE – Utilizing 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
- *COMMUNITY POLICING – Build 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
- *ACTIVE LEARNING - Understand the implications of new information for both current and future problem-solving and decision-making
- *ACTIVE LISTENING - Give full attention to what other people are saying, taking time to understand the points being made, ask questions as appropriate, and not interrupt at inappropriate times
- *CRITICAL THINKING - Use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems
- *MONITORING - Monitor and assess performance of one's self, other individuals, or organizations to make improvements or take corrective action
- *SOCIAL PERCEPTIVENESS – Demonstrate awareness of others' reactions and understand why they react as they do
- *COORDINATION WITH OTHERS - Adjust actions in relation to others' actions
- *JUDGEMENT AND DECISION MAKING - Consider the relative costs and benefits of potential actions to choose the most appropriate one
- *COMPLEX PROBLEM SOLVING – Identify complex problems and review related information to develop and evaluate options and implement solutions
- NEGOTIATION – Bring others together and trying to reconcile differences
- *PERSUASION – Persuade others to change their minds or behavior

Other skills as required for successful performance in the Sergeant, Lieutenant, and Captain classes

Abilities

- *DE-ESCALATION TECHNIQUES – Use 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
- *COMPREHEND ORAL INFORMATION - Listen to and understand information and ideas presented through spoken words and sentences
- *SPEAK - Communicate information and ideas in speaking so others will understand
- *COMPREHEND WRITTEN INFORMATION - Read and understand information and ideas presented in writing
- *WRITE - Communicate information and ideas in writing so others will understand
- *REASON TO SOLVE PROBLEMS – Apply general rules to specific problems to produce answers that make sense
- *MAKE SENSE OF INFORMATION - Quickly make sense of, combine, and organize information into meaningful patterns

- *REACH CONCLUSIONS – Combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events)
- *RECOGNIZE PROBLEMS - Tell when something is wrong or is likely to go wrong

Other abilities as required for successful performance in the Sergeant, Lieutenant, and Captain classes

Other Work Requirements

- *INTEGRITY – Upholding high moral standards and values; includes 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
- *INITIATIVE - Demonstrate willingness to take on job challenges
- *LEADERSHIP - Demonstrate willingness to lead, take charge, and offer opinions and direction
- *ATTENTION TO DETAIL - Pay careful attention to detail and thoroughness in completing work tasks
- *INNOVATION - Think creatively about alternatives to come up with new ideas for and answers to work-related problems
- *ANALYTICAL THINKING - Analyze information and using logic to address work or job issues and problems

Other work requirements as required for successful performance in the Sergeant, Lieutenant, and Captain classes

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.

City of Chicago
Department of Human Resources
September, 2021; October, 2023; July, 2025