



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-02 Retirement

---

The information below is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Tunney asked how many CPD officers are eligible to retire today. The information is provided below.

### SWORN PERSONNEL AGE 50 AND OLDER WITH 20 YEARS OF SERVICE OR MORE

Captains	22
Lieutenants	116
Sergeants	367
FOP Members	1,643
<b>TOTAL</b>	<b>2,148</b>

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-03 Bike Patrol

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Hairston asked for the number of patrol hours worked by bike teams.

Year-to-date in 2015, there have been 6,678 tours of duty for bicycle beats in districts and areas. Multiplying by a 9 hour tour equals 60,102 hours dedicated to bicycle patrol citywide.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 8, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-04 Chicago Police Department Demographics by Bureau

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Hairston asked for a breakdown by race by bureau within the Chicago Police Department.

Please see the attached table for information on the Department's demographics for all sworn and exempt members by Bureau.

As always, please let me know if you have any further questions.

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>BUREAU OF DETECTIVES</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN:</b>									<b>9.84%</b>	
COMMAND STAFF	0	0	1	5	6	0	0	0	1	1	7
CAPTAIN	0	0	0	3	3	0	0	0	0	0	3
LIEUTENANT	1	0	1	8	10	0	0	1	2	3	13
SERGEANT	16	3	10	66	95	8	1	5	8	22	117
D3	1	0	1	6	8	1	0	0	2	3	11
D2A	91	19	110	467	687	50	1	22	83	156	843
D2	10	5	13	41	69	4	0	4	13	21	90
POLICE OFFICER	18	2	13	27	60	14	2	6	17	39	99
<b>BUREAU TOTALS:</b>	<b>137</b>	<b>29</b>	<b>149</b>	<b>623</b>	<b>938</b>	<b>77</b>	<b>4</b>	<b>38</b>	<b>126</b>	<b>245</b>	<b>1,183</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>18.09%</b>	<b>ASIAN / OTHER</b>	<b>2.79%</b>	<b>% MALE</b>	<b>79.29%</b>					
	<b>HISPANIC</b>	<b>15.81%</b>	<b>CAUCASIAN</b>	<b>63.31%</b>	<b>% FEMALE</b>	<b>20.71%</b>					

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>BUREAU OF INTERNAL AFFAIRS</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN:</b>									<b>0.76%</b>	
COMMAND STAFF	1	0	1	2	4	0	0	0	0	0	4
LIEUTENANT	0	0	1	1	2	0	0	0	0	0	2
SERGEANT	6	0	4	26	36	3	0	2	4	9	45
D2A	2	0	0	1	3	0	0	0	0	0	3
D2	2	0	1	2	5	2	0	0	1	3	8
POLICE OFFICER	5	0	4	6	15	7	0	2	5	14	29
<b>BUREAU TOTALS:</b>	<b>16</b>	<b>0</b>	<b>11</b>	<b>38</b>	<b>65</b>	<b>12</b>	<b>0</b>	<b>4</b>	<b>10</b>	<b>26</b>	<b>91</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>30.77%</b>	<b>ASIAN / OTHER</b>	<b>0.00%</b>		<b>% MALE</b>	<b>71.43%</b>				
	<b>HISPANIC</b>	<b>16.48%</b>	<b>CAUCASIAN</b>	<b>52.75%</b>		<b>% FEMALE</b>	<b>28.57%</b>				

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>BUREAU OF ORGANIZED CRIME</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN:</b>									<b>7.91%</b>	
COMMAND STAFF	1	0	0	5	6	0	0	0	0	0	6
CAPTAIN	0	0	0	1	1	0	0	0	0	0	1
LIEUTENANT	0	0	2	8	10	0	0	0	2	2	12
SERGEANT	20	2	10	58	90	4	0	1	1	6	96
D2A	3	1	3	14	21	1	0	0	1	2	23
D2	2	1	2	7	12	0	0	0	0	0	12
POLICE OFFICER	153	19	161	358	691	48	2	21	39	110	801
<b>BUREAU TOTALS:</b>	<b>179</b>	<b>23</b>	<b>178</b>	<b>451</b>	<b>831</b>	<b>53</b>	<b>2</b>	<b>22</b>	<b>43</b>	<b>120</b>	<b>951</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>24.40%</b>	<b>ASIAN / OTHER</b>	<b>2.63%</b>	<b>% MALE</b>	<b>87.38%</b>					
	<b>HISPANIC</b>	<b>21.03%</b>	<b>CAUCASIAN</b>	<b>51.95%</b>	<b>% FEMALE</b>	<b>12.62%</b>					

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>BUREAU OF PATROL</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN: 72.44%</b>										
COMMAND STAFF	11	0	4	16	31	2	0	1	2	5	36
CAPTAIN	0	1	3	16	20	2	0	0	1	3	23
LIEUTENANT	10	2	12	105	129	5	0	1	23	29	158
SERGEANT	53	13	102	437	605	27	0	18	84	129	734
D3	6	1	1	6	14	0	0	0	0	0	14
D2	31	4	35	118	188	19	0	2	20	41	229
POLICE OFFICER	1,161	249	1,503	2,961	5,874	566	37	363	677	1,643	7,517
<b>BUREAU TOTALS:</b>	<b>1,272</b>	<b>270</b>	<b>1,660</b>	<b>3,659</b>	<b>6,861</b>	<b>621</b>	<b>37</b>	<b>385</b>	<b>807</b>	<b>1,850</b>	<b>8,711</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>21.73%</b>	<b>ASIAN / OTHER</b>	<b>3.52%</b>	<b>% MALE</b>	<b>78.76%</b>					
	<b>HISPANIC</b>	<b>23.48%</b>	<b>CAUCASIAN</b>	<b>51.27%</b>	<b>% FEMALE</b>	<b>21.24%</b>					

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>BUREAU OF SUPPORT SERVICES</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN:</b>									<b>6.54%</b>	
COMMAND STAFF	4	0	0	3	7	0	0	0	0	0	7
LIEUTENANT	1	0	0	5	6	2	0	0	2	4	10
SERGEANT	7	0	10	37	54	7	1	3	8	19	73
D3	0	0	0	1	1	0	0	0	0	0	1
D2A	0	1	1	5	7	1	0	1	1	3	10
D2	3	0	3	7	13	2	0	2	2	6	19
POLICE OFFICER	106	21	77	161	365	136	2	58	106	302	667
<b>BUREAU TOTALS:</b>	<b>121</b>	<b>22</b>	<b>91</b>	<b>219</b>	<b>453</b>	<b>148</b>	<b>3</b>	<b>64</b>	<b>119</b>	<b>334</b>	<b>787</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>34.18%</b>	<b>ASIAN / OTHER</b>	<b>3.18%</b>	<b>% MALE</b>	<b>57.56%</b>					
	<b>HISPANIC</b>	<b>19.70%</b>	<b>CAUCASIAN</b>	<b>42.95%</b>	<b>% FEMALE</b>	<b>42.44%</b>					

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>OFFICE OF THE FIRST DEPUTY SUPERINTENDENT</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN:</b>									<b>0.81%</b>	
COMMAND STAFF	3	0	1	0	4	0	0	0	0	0	4
CAPTAIN	0	0	0	0	0	1	0	0	0	1	1
LIEUTENANT	0	0	0	1	1	0	0	0	0	0	1
SERGEANT	4	0	0	3	7	1	0	1	1	3	10
D3	4	0	4	6	14	0	0	2	0	2	16
D2A	2	0	1	2	5	0	0	0	0	0	5
D2	1	0	0	0	1	0	0	0	0	0	1
POLICE OFFICER	15	1	11	9	36	16	1	3	4	24	60
<b>BUREAU TOTALS:</b>	<b>29</b>	<b>1</b>	<b>17</b>	<b>21</b>	<b>68</b>	<b>18</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>30</b>	<b>98</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>47.96%</b>	<b>ASIAN / OTHER</b>	<b>2.04%</b>	<b>% MALE</b>	<b>69.39%</b>					
	<b>HISPANIC</b>	<b>23.47%</b>	<b>CAUCASIAN</b>	<b>26.53%</b>	<b>% FEMALE</b>	<b>30.61%</b>					

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>				Total Male	<i>Female</i>				Total Female	Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian		Afr.-Amr	Asian /Other	Hispanic	Caucasian		
<b>OFFICE OF THE SUPERINTENDENT</b>	<b>BUREAU PERCENTAGE OF TOTAL SWORN:</b>									<b>1.70%</b>	
COMMAND STAFF	0	0	0	7	7	1	0	0	1	2	9
CAPTAIN	0	0	1	1	2	0	0	0	2	2	4
LIEUTENANT	1	0	1	6	8	1	0	0	0	1	9
SERGEANT	4	1	4	13	22	2	0	4	7	13	35
D3	0	0	0	2	2	0	0	0	0	0	2
D2A	0	1	0	1	2	0	0	0	0	0	2
POLICE OFFICER	17	4	14	42	77	25	2	18	21	66	143
<b>BUREAU TOTALS:</b>	<b>22</b>	<b>6</b>	<b>20</b>	<b>72</b>	<b>120</b>	<b>29</b>	<b>2</b>	<b>22</b>	<b>31</b>	<b>84</b>	<b>204</b>
<b>BUREAU PERCENTAGES:</b>	<b>AFR.- AMERICAN</b>	<b>25.00%</b>	<b>ASIAN / OTHER</b>	<b>3.92%</b>	<b>% MALE</b>	<b>58.82%</b>					
	<b>HISPANIC</b>	<b>20.59%</b>	<b>CAUCASIAN</b>	<b>50.49%</b>	<b>% FEMALE</b>	<b>41.18%</b>					

**DEPARTMENT DEMOGRAPHICS BY BUREAU  
SWORN FROM CHIPPS ACTUAL WORKUNIT**

TITLE	<i>Male</i>					<i>Female</i>					Grand Total
	Afr.-Amr	Asian /Other	Hispanic	Caucasian	Total Male	Afr.-Amr	Asian /Other	Hispanic	Caucasian	Total Female	
<b>GRAND TOTAL:</b>	<b>1,776</b>	<b>351</b>	<b>2,126</b>	<b>5,083</b>	<b>9,336</b>	<b>958</b>	<b>49</b>	<b>541</b>	<b>1,141</b>	<b>2,689</b>	<b>12,025</b>
<b>DEPARTMENT PERCENTAGES:</b>	<b>15%</b>	<b>2.92%</b>	<b>18%</b>	<b>42%</b>	<b>78%</b>	<b>7.97%</b>	<b>0.41%</b>	<b>4.50%</b>	<b>9.49%</b>	<b>22%</b>	



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-06 Hiring

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Cappleman asked for the number of new officers to be hired by year end.

To date, the department has hired 346 new recruits. A class of 49 will start the Training Academy this month. Additionally, the department is planning to begin another class of 75 by year end, for an estimated total of 470 by the end of 2015.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-07 Accreditation

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Waugespack asked for additional information regarding the Chicago Police Department's accreditation process - the Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) Accreditation Program.

Please see the attached document for information regarding this program.

As always, please let me know if you have any further questions.

**CALEA** (1,031 agencies are currently accredited in the U.S. (approx 5%))



The Commission on Accreditation for Law Enforcement Agencies, Inc., (CALEA®) was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations:

- International Association of Chiefs of Police (IACP);
- National Organization of Black Law Enforcement Executives (NOBLE);
- National Sheriffs' Association (NSA); and the
- Police Executive Research Forum (PERF).

The purpose of [CALEA's Accreditation Programs](#) is to improve the delivery of public safety services, primarily by: maintaining a body of standards, developed by public safety practitioners, covering a wide range of up-to-date public safety initiatives; establishing and administering an accreditation process; and recognizing professional excellence.

Specifically, CALEA's goals are to:

- Strengthen crime prevention and control capabilities;
- Formalize essential management procedures;
- Establish fair and nondiscriminatory personnel practices;
- Improve service delivery;
- Solidify interagency cooperation and coordination; and
- Increase community and staff confidence in the agency.

The CALEA Accreditation Process is a proven modern management model; once implemented, it presents the Chief Executive Officer (CEO), on a continuing basis, with a blueprint that promotes the efficient use of resources and improves service delivery—regardless of the size, geographic location, or functional responsibilities of the agency.

This accreditation program provides public safety agencies an opportunity to voluntarily demonstrate that they meet an established set of professional standards which:

- Require an agency to develop a comprehensive, well thought out, uniform set of written directives. This is one of the most successful methods for reaching administrative and operational goals, while also providing direction to personnel.
- Provide the necessary reports and analyses a CEO needs to make fact-based, informed management decisions.
- Require a preparedness program be put in place—so an agency is ready to address natural or man-made critical incidents.

- Are a means for developing or improving upon an agency's relationship with the community.
- Strengthen an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.
- Can limit an agency's liability and risk exposure because it demonstrates that internationally recognized standards for law enforcement have been met, as verified by a team of independent outside CALEA-trained assessors.
- Facilitates an agency's pursuit of professional excellence.

### **GO TO POINTS:**

*The Gold Standard in Public Safety*

*Preeminent accreditation body in law enforcement*

*Provides a structured analysis for agencies to make decisions through standardized procedures with measurable outcomes*

*Increases agency transparency and builds confidence throughout the organization and the community*

*CPD shares in CALEA's commitment to excellence, accountability, and professionalism in law enforcement.*

*Implementation of best practices promotes the development of skilled, professional officers well equipped to serve the community and the challenges faced daily in law enforcement*

### **Timeline**

- November 2014 CPD enters contract with CALEA
- CPD is currently in the self-assessment phase which requires the Department to meet the 484 best practices standards established by CALEA
- CPD is scheduling a mock-assessment for the summer of 2016
- The final on-site for accreditation will be November 2017

### **Currently Five Largest Accredited Municipal Law Enforcement Agencies**

Miami-Dade Police Department	4,121
Las Vegas Police Department	3,747

Memphis Police Department	3,237
Atlanta Police Department	2,457
Honolulu Police Department	2,452



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-08 Overtime

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Waugespack asked for information on what the department was doing to control overtime. Some of the measures that CPD has taken to manage overtime are outlined below:

- The department will begin tapering one component of its operational overtime, VRE, at the beginning of November
- There are fewer special events in the last quarter of the year
- Once the department begins hiring the additional 319 civilian employees, these staff will replace sworn officers in lockups, the Alternate Response Section and Evidence and Recovered Property. These officers will return to the street, including the Impact Zones, thereby reducing the necessity of overtime.
- The department will be rolling out a new overtime dash board. This data driven tool will provide day-to-day overtime statistics, along with the names of supervisors approving the overtime. It will provide district commanders with day-to-day overtime metrics, so that he/she can analyze the productivity of officers earning the overtime and the necessity of the use of overtime. Importantly, overtime statistics will be integrated into the CompSTAT process.

- The new court notification system makes it easier for the Court Section personnel to determine the necessity of officers attending court on their days off. It provides information in a timely and detailed manner, and this provides officers opportunities to attend court during their regular tours more often than in the past. So far, we have seen a reduction of 11% in total court overtime (approximately \$1.6 million) from March through September 2015 versus the same period in 2014.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-09 Manpower

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Dowell asked for manpower in Districts 001, 002, 007 and 009.

### ASSIGNED SWORN PERSONNEL IN DISTRICTS

DIST	PO / FTO	SGT	LT	CAPT	TOTAL
001	265	26	8	1	300
002	305	23	4	1	333
007	375	26	5	1	407
009	309	28	7	1	345

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 8, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-10 Uniform Checks

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Thompson asked how many uniform checks the department cut in 2015.

Uniform allowance is disbursed three times a year, specifically in February, August and December.

The department issued 11,932 uniform checks on Feb 1, 2015 and 11,909 checks were issued on August 1, 2015.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-11 Demographics

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Moreno asked how many sworn new hires in 2015 were Hispanic?

To date, the department has hired 117 Hispanic sworn recruits in 2015.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-13 Staffing Ratio

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Hopkins asked for information on rank and file versus management in the department.

There are 1,417 sworn supervisors and 10,605 sworn non-supervisors.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-14 Demographics

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Villegas asked for information regarding the department's demographics.

<b>Department Ethnicity and Gender</b>				
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>%</b>
<b>Asian</b>	<b>376</b>	<b>74</b>	<b>450</b>	<b>3</b>
<b>Black</b>	<b>1948</b>	<b>1681</b>	<b>3629</b>	<b>27</b>
<b>Hispanic</b>	<b>2176</b>	<b>700</b>	<b>2876</b>	<b>21</b>
<b>White</b>	<b>5165</b>	<b>1386</b>	<b>6551</b>	<b>49</b>
<b>Total</b>	<b>9665</b>	<b>3841</b>	<b>13506</b>	<b>100</b>

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-15 MBE/WBE

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Villegas asked how much the department spends on contracts and the MBE / WBE breakdown.

From October 1, 2014 through August 31, 2015, the department spent \$14,148,339.55. The CPD MBE participation percentage was 31%. The CPD WBE participation percentage was 5%.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-16 Education Reimbursement

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Villegas asked how much the department spends for tuition reimbursement.

In 2014, the department spent \$6,497,516. In 2015, it is projected that we will spend \$6.5 million.

As always, please let me know if you have any further questions.



**Rahm Emanuel**  
Mayor

**Department of Police • City of Chicago**  
3510 S. Michigan Avenue • Chicago, Illinois 60653

**Garry F. McCarthy**  
Superintendent of Police

---

## MEMORANDUM

**To:** The Honorable Carrie M. Austin  
Chairman, Committee on the Budget and Government Operations

**From:** Garry F. McCarthy  
Superintendent  
Department of Police

**CC:** Samantha Fields  
Mayor's Office of Legislative Counsel and Government Affairs

**Date:** October 14, 2015

**Re:** Request for Information from Annual Appropriation Committee Hearing

**Ref ID:** 57-17 Radio Upgrade

---

The attached information is in response to questions posed at our department's hearing on October 6, 2015 to discuss the proposed 2016 budget.

Alderman Lopez asked for information regarding the CPD radio upgrade.

The Department of Police utilizes a conventional analog voice radio system that is administered by the Office of Emergency Management and Communications (OEMC). Unfortunately, like many other legacy public safety radio communications platforms, this system allows radio scanners (and smartphone applications that connect to radio scanners) to monitor voice radio transmissions. The Department is working with the OEMC to replace conventional analog parts of the existing 800MHz trunked systems that are beyond standard lifecycles with new digital components. A digital system will enable voice radio traffic to be encrypted and prevent unauthorized users from listening or transmitting on the system. This will greatly improve officer safety.

**Timeline:**

- **2015-2016:** The OEMC will procure system parts to replace core radio infrastructure of existing 800MHz trunked system with new digital components. OEMC will acquire FCC approval to integrate additional channels into the system.
- **2016:** OEMC will replace existing controllers, transmitters, receivers and accessories with digital components. OEMC will program portable radios for specialized units: OCD, JHATS, Bomb Squad, etc. on to digital system.
- **2017:** Complete the move of all sensitive channels, OCD, JHATS, Bomb Squad, etc. on to digital trunked system.

**Future plans** – before the 2021, federally mandated deadline for vacating the T-Band, OEMC will look for opportunities and additional funding sources to expand the above mentioned system in order to incorporate additional channels for CPD, CFD and EMS. All the steps that we are taking will be done with this in mind, so we will build additional capacity into the core of the system from the beginning.

As always, please let me know if you have any further questions.