

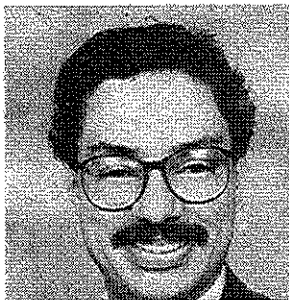
CITY of CHICAGO
POLICE BOARD
1991 - 1992
BI-ANNUAL REPORT



ALBERT C. MAULE
President, Police Board

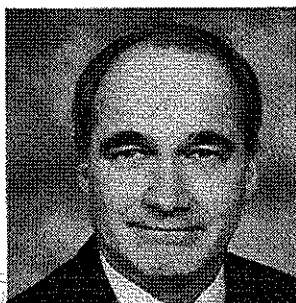
RICHARD M. DALEY
Mayor, City of Chicago

Police Board Members



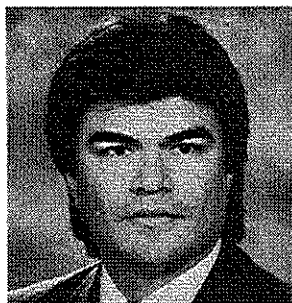
Albert C. Maule
President

A partner with the law firm of Hopkins and Sutter, he previously served on the City of Chicago Personnel Board. He has served as President of the Police Board since 1989.



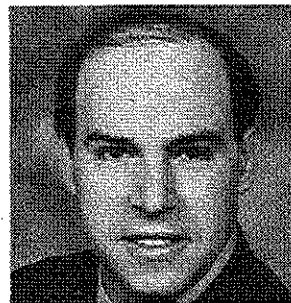
Brian L. Crowe
Vice President

A former Judge of the Circuit Court of Cook County, he is a trial attorney at the law firm of Henslee, Monek and Henslee and has been Vice-President of the Board since 1989.



Victor P. Armendariz

Managing Partner of the law firm of Armendariz and Magdziarz, he has been a member of the Police Board since 1989.



Scott J. Davis

A partner at the law firm of Mayer, Brown, and Platt, he has been a member of the Board since 1989.



Edna Selan Epstein

A former Assistant State's Attorney for Cook County, and partner at Sidley and Austin, she has been head of her own law firm since 1989. Has been a member of the Board since 1989.



Russell H. Ewert

A local businessman, active in the community, he has been a member of the Board since 1988.



Maxine C. Leftwich

A principal in the investment banking and financial advisory firm of LS Financial Group, Inc., she has been a member of the Board since 1989.



Art Smith

President of Art's Transportation, a former police officer with sixteen years experience, he has been a member of the Board since 1986.

The Police Board of the City of Chicago

1991-1992 BIENNIAL REPORT

Honorable Richard M. Daley
Mayor
City of Chicago

Albert C. Maule
President
Chicago Police Board

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MESSAGE FROM THE PRESIDENT

The Police Board has been a fixture in Chicago police disciplinary matters since it was established in 1960. The Board reflects the City's commitment to the important principle of civilian involvement in evaluating police misconduct cases. Moreover, through the Department's Office of Professional Standards, currently headed by Gayle Shines and staffed entirely with civilians, citizens' complaints of police abuse have been investigated by civilians since 1974. Although the role of civilians in reviewing complaints of police misconduct is well established in Chicago, it has become a major issue in other large cities in the past two years, particularly in the wake of the acquittal of four Los Angeles police officers for using excessive force in arresting motorist Rodney King.

In 1992, New York City revamped its Civilian Complaint Review Board so as to enhance civilian control. During the course of New York's deliberations, I received several inquiries from City officials and community groups who were interested in the Chicago Police Board as a model for the changes that were made. Other cities looking to establish civilian involvement in the review of police misconduct for the first time or modify existing structures to enhance their effectiveness, include Memphis, Newark, New Jersey, Philadelphia, Dallas, Des Moines, Louisville, Syracuse and Orlando.

Many of the civilian review models contemplated in other cities do not have the procedural teeth that our processes have in Chicago. For example, the Chicago Police Board always has had the authority to issue subpoenas to compel witnesses to testify at Board

hearings. The police review boards in Dallas and Memphis lack subpoena power and must rely upon the cooperation of witnesses who volunteer to testify. The lack of subpoena power for police review boards has been the subject of substantial controversy in many communities. The ultimate effectiveness of any fact-finding body lacking the power to compel witnesses to testify understandably will be called into question.

It is evident that Chicago's police review mechanisms compare very favorably with those in place in other large cities. Indeed, the City's institutional mechanisms within the Department, OPS and the Police Board for handling police misconduct, must be regarded as among the most progressive in the country.

Although the public has tended to focus on the Police Board's worst misconduct cases over the years, citizens who attend the Board's monthly meetings continue to have crime utmost on their minds. The Police Board continues to believe that constructive citizen involvement is an essential element to any effort to meaningfully reduce crime. Despite the high number of murders in 1991 and 1992, there was some good news in the crime statistics in that there were fewer burglaries, armed robberies and car thefts than in previous years. The continued partnership between the police and the community ultimately will help bring violent crime rates down as well.

Because of the Board's heavy workload, we have decided to publish our report to you every two years. In addition to deciding over 200 disciplinary cases in 1991 and 1992, the Police Board undertook a nationwide search to replace Superintendent LeRoy

Martin, who retired in 1992 after over four years of distinguished service as the head of the Chicago Police Department. The Board spent countless hours reviewing candidates and was delighted that Mayor Daley selected Matt L. Rodriguez from the three finalists nominated by the Board.

Superintendent Rodriguez quickly has established himself as an effective and innovative leader of the Department. Superintendent Rodriguez handled his first major crisis--the Great Chicago Flood--in an exemplary fashion. He also worked assiduously to make sure that the City did not have any major incidents after the Rodney King verdict. The Board particularly has been impressed by Superintendent Rodriguez' efforts to adopt community oriented policing and other recommendations made by the consulting firm of Booz, Allen and Hamilton after a year-long management study of the Department. The Board believes that the Booz, Allen study provides an excellent management roadmap for where the Department should be going in the next few years. Indeed the Board believes that once the Booz, Allen recommendations are implemented, the Chicago Police Department will become nationally recognized as the leading Department among large cities.

In 1992, the Board mourned the death of one of its stalwart members, Nancy B. Jefferson. Mrs. Jefferson will be remembered throughout the City as a tireless community leader who positively touched many different lives. Mrs. Jefferson was first appointed to the Board in 1979 and she served continuously under four different mayors until her death. The Police Board and the City will sorely miss Nancy Jefferson.

We also mention with regret the passing of police officers who died in the line of duty since the Board's last report: Eddie Jones, Robert Perkins and John Lyons. Despite the Board's role in disciplining police officers, it is keenly aware of the fact that the miscreant officer is the exception, not the rule. Police officers are called upon to place their lives on the line every day. The Board believes that police officers must be honored and praised in the many instances when they serve us well, just as they must be punished in the few instances when they do not.

On a more cheerful note, I attended the International Association for Civilian Oversight of Law Enforcement annual convention last September in San Diego, California. I had the opportunity to exchange ideas with people from all over the world involved in civilian oversight of police misconduct. Once again, I was honored by IACOLE to be asked to present my views on civilian oversight with a group of distinguished panelists from the oversight and police fields.

Finally, I would like to thank the Board's staff for all of their hard work and dedication over the past two years: Executive Director Mark Iris; Supervising Clerk Carolyn C. Doheny; and Hearing Officers Michael Berland, Thomas Johnson, Cornelia Honchar Tuite and Jacqueline Walker.

Albert C. Maule
President
Chicago Police Board

I. The Police Board's Legal Powers and Authority

Many citizens inquire about how the nine members of the Board are appointed and the nature of their power and authority. At the outset, it is helpful to review this fundamental information.

The Board's basic functions and procedures are derived from the Illinois Revised Statutes, the Chicago Municipal Code, and Illinois court decisions. These functions are:

- (1) When a vacancy occurs in the position of Police Superintendent, the Board nominates three candidates and submit their names to the Mayor.
- (2) The Board adopts rules and regulations for governing conduct of Police Department sworn and civilian employees.
- (3) The Board reviews, approves, and submits to the City's Budget Director the Police Department's budget.
- (4) The Board hears suspension review appeals for disciplinary cases involving suspensions of six through thirty days, and conducts evidentiary hearings for cases where the Superintendent is seeking to suspend Police Department employees for more than thirty days, or discharge them.

Police Board members are appointed to five-year terms by the Mayor with the advice and consent of the City Council. The Mayor also designates the president and vice president of the Board. Board members receive \$50 per month as reimbursement for expenses incurred performing their duties. The current Board is comprised of five practicing attorneys, and three business people, one of whom is

trained as a lawyer, but does not practice law, and another of whom is a former police officer. There is also one vacant position, due to the passing of long-time Board Member Mrs. Nancy B. Jefferson.

When the Superintendent seeks to discharge a Police Department employee, or to suspend an employee for more than thirty days, the Superintendent files charges with the Board and must prove the charges at an adversarial hearing. Should the officer contest the charges, he or she has the right to be represented by counsel, at his or her own expense, to cross-examine the Superintendent's witnesses, and to present his or her own evidence in defense. A hearing officer from the Board presides at these hearings. The Corporation Counsel typically represents the Superintendent in these proceedings.

Five members of the Police Board are required to sustain the Superintendent's disciplinary recommendation. The Board also has the option of finding a police officer guilty of the alleged misconduct, but imposing a penalty less than the one sought by the Superintendent. The Board makes its decisions based upon a review of hearing transcripts. The hearing officer meets with the Board during its deliberations and is available to offer observations on witness credibility and other matters the Board may deem important. If the Superintendent or the officer disagree with the Board's decision, he or she has the right to appeal to the Circuit Court of Cook County for a review of the Board's decision.

The Board is legally obligated to hold monthly meetings; these are open to the public. The Board's deliberations concerning cases of individual officers are conducted in executive sessions which,

under the Illinois Open Meetings Act, are closed to the public.

II. Staff and Budget

The Board employs a full-time executive director and supervising clerk. In addition, the Board retains four attorneys who serve as hearing officers on a part-time basis.

At the end of 1990, and continuing into 1991, the Board conducted an extensive recruitment effort, seeking additional hearing officers to replace William H. Hall, who died in November 1990. Advertisements placed in several publications ensured an open search. Additional coverage was directed through various minority bar organizations, so as to reach a diverse audience.

The search process, restricted by law to individuals with at least five years' of experience practicing law in Illinois, generated almost three hundred applications. After a review of these resumes, a number of persons were then interviewed by the entire Board, and in May, 1991, two additional hearing officers began their service. The Board decided to select two hearing officers, rather than one, given the continued growth in the Board's workload.

The Board's 1991 appropriation was \$253,700. The extraordinary work load in 1991 caused the Board to experience shortfalls in certain accounts, necessitating supplementary appropriations. Total expenditures for 1991 were \$260,156.

In 1992, budget constraints kept the annual appropriation at \$238,006. However, one very lengthy combined hearing of three cases resulted in extraordinary expenses. In addition, many other cases were litigated with exceptional zeal, resulting in additional expenses for hearing officers and court reporting. This necessitated

substantial use of supplementary accounts. The preliminary figure for total outlays in 1992, including these supplements, is \$340,967.

III. First Amendment Judgment Order

In 1973, lawsuits were filed against the City, alleging the Police Department was monitoring the activities of both individuals and organizations, in violation of the First Amendment of the United States Constitution. Under the terms of the Judgment Order and Consent Decree signed by the City of Chicago in 1981, the Police Board is obligated every five years to monitor the compliance of the Chicago Police Department, and other City agencies, with the terms of that decree. This U.S. District Court Order prohibits City departments from interfering with citizens lawfully exercising their First Amendment rights, and sharply restricts all investigations which might impact upon First Amendment rights to situations in which criminal activity is well-documented.

The Consent Decree requires the Police Board to engage an independent, nationally-recognized public accounting firm to conduct an independent audit of the City's compliance with the Consent Decree.

The Board in 1989 began to solicit bids from qualified firms. The firm of Deloitte Touche was selected in 1990.

In 1991, the auditors finished their work. After extensive examination of many Police Department units, including numerous interviews with key personnel and select file audits, Deloitte Touche concluded that the Department was in substantial compliance with the consent decree. Only three minor and inadvertent discrepancies with the Decree were detected. Deloitte Touche found

no evidence that the Department was improperly spying upon individuals or organizations.

As part of this audit, interrogatories, with follow-up interviews as necessary, were conducted for all City agencies and departments, for the Consent Decree is binding upon the entire City government, and is not limited solely to the Chicago Police Department. Again, the auditors found a high level of compliance, with no indications of any violations.

IV. Disciplinary Cases

The Board's most time-consuming task is resolving disciplinary cases against members of the Chicago Police Department. Complaints, from all sources (citizens, supervisors, fellow officers) are received by the Department's Office of Professional Standards (OPS), which is composed of civilian investigators. This unit retains responsibility for investigating all complaints in which the use of excessive force (whether on or off duty) is the primary allegation. All other complaints - use of narcotics, insubordination, criminal offenses, intoxication, etc. - are referred to the sworn investigators of the Internal Affairs Division.

The following summary shows changes in complaints filed during the past five years:

	Total Complaints	Retained by OPS	Referred to IAD
1988	6,515	2,254	4,261
1989	7,229	2,335	4,894
1990	8,367	2,476	5,891
1991	8,178	2,727	5,451
1992	8,039	2,553	5,486

Many citizens erroneously believe that the Police Board investigates their complaints of misconduct, particularly excessive force allegations. However, it is the role of OPS and IAD to investigate police misconduct; the Board's role is to adjudicate those cases in which the Superintendent decides to file charges against Police Department employees. The Board's jurisdiction is limited to those cases which are filed before it. Cases may reach the Board in either one of two paths, depending upon whether the discipline sought by the Superintendent crosses the threshold of a suspension of thirty days.

A. Separation or Suspension in Excess of Thirty Days

Under Illinois law and the City of Chicago Municipal Code, no sworn or civilian employee with career service status ((i.e., past his/her probationary period) of the Chicago Police Department can be suspended for more than thirty days, or discharged, without an evidentiary hearing before the Police Board.

Tables I and II show the scope of the Board's work in this area. In 1991, a total of 56 cases were decided after evidentiary hearings were held. In addition, there were 32 cases in which charges were withdrawn. Such withdrawals typically occur after the accused employee has resigned from the Department, and should not be construed as an effort to avoid prosecuting the case. Thus, in total, there were 88 cases disposed of by the Board in 1991. While this is a decline from the 112 cases closed in 1990, it is nonetheless a figure much higher than the previous average of approximately 50 cases annually.

In 1992, dispositions of cases totalled 99. Drug and alcohol-

TABLE I

POLICE BOARD

SEPARATION CASE DISPOSITIONS:

JANUARY 1, 1991 - DECEMBER 31, 1991

CATEGORY	DISCHARGED	SUSPENDED*	NOT GUILTY	CHARGES WITHDRAWN	TOTAL
Drug Use	13	2	-0-	9	24
Refused Order to Take Drug Test	2	-0-	-0-	2	4
Drug Dealing: Other Drug-Related	1	-0-	-0-	2	3
Alcoholism and Alcohol Related (includes domestic disputes)	1	4	-0-	3	8
Excessive Force	2	4	4	-0-	10
Monetary Violations (includes theft, bribery, accepting gratuities)	8	6	-0-	5	19
Other Criminal Violations (gun laws, etc.)	2	-0-	-0-	2	4
Residency Violations	2	1	-0-	3	6
Miscellaneous	0	1	-0-	2	3
Incompetence, Inefficiency, Insubordination	1	1	-0-	2	4
Medically Unfit, Medical Roll Abuse Secondary Employment Violations	1	-0-	-0-	2	4
TOTAL	33	19	4	32	88

* Of the 19 cases in which respondents were suspended, there are 10 cases in which this was done at the request of the Chicago Police Department.

TABLE II
POLICE BOARD

SEPARATION CASE DISPOSITIONS:

JANUARY 1, 1992 - DECEMBER 31, 1992

CATEGORY	DISCHARGED	SUSPENDED*	NOT GUILTY	CHARGES DISMISSED/ WITHDRAWN	TOTAL
Drug Use	17	-0-	1	20	38
Refused Order to Take Drug Test	1	-0-	1	-0-	2
Drug Dealing: Other Drug-Related	2	-0-	-0-	1	3
Alcoholism and Alcohol Related (includes domestic disputes)	3	4	1	2	10
Excessive Force	4	13	3	2	22
Monetary Violations (includes theft, bribery, accepting gratuities)	4	2	-0-	6	12
Other Criminal Violations (gun laws, etc.)	-0-	2	-0-	3	5
Residency Violations	-0-	-0-	-0-	1	1
Miscellaneous	1	-0-	-0-	1	2
Incompetence, Inefficiency, Insubordination	-0-	1	-0-	-0-	1
Medically Unfit, Medical Roll Abuse Secondary Employment Violations	1	1	-0-	1	3
TOTAL	33	23	6	37	99

* Of the 23 cases in which respondents were suspended, there are 8 cases in which this was done at the request of the Chicago Police Department.

related cases were even more prominent in the Board's docket than was the case in 1991. Dispositions of excessive force cases also rose.

The heading **Charges Dismissed/Withdrawn** is a change for 1992. For the first time in many years, the Board felt obliged to grant motions to dismiss charges filed by respondents in ten cases. In all of these, the primary accusation was drug use. A 1992 Illinois Appellate Court decision (**Corgiat v. Police Board**) held that the Board erred in discharging a police officer because of a procedural fault with the Department's drug screening program. The Appellate Court said that a Department employee was entitled to consult an attorney before the Department could require the employee to take a drug test. The Board reluctantly felt it had no choice other than to follow the Appellate Court's decision, and thus has dismissed the charges against Department employees who were not told of their right to counsel. This is not a weakening of the Board's position that proven use of illegal drugs by Department members is a serious rules violation. The procedural defect cited by the Appellate Court has been corrected by the Department. The Department has appealed the **Corgiat** decision to the Illinois Supreme Court. If the Department succeeds with its appeal, the Board's discharge of the police officer could be reinstated.

Filings of new cases in 1991 were 99, a decline from the 1990 figure of 128, but still much higher than in previous years. For 1992, a total of 94 cases were filed.

Substance abuse, both alcohol and drugs, are clearly the prime underlying cause for almost half of the cases filed. The

Department's new random drug screen policy for sworn members began in June, 1991. The Board is pleased to note this program has produced a very small number of positive drug tests. Those accused of having tested "hot" for controlled substances are less than one percent of the total. Given the pervasiveness of drug use in society today, this low proportion of users is a tribute to the character and integrity of the men and women of the Chicago Police Department.

Late in 1991, the Department began a new practice. In the past, disciplinary cases filed before the Board invariably sought the member's discharge from the Department. The Board has long exercised its discretion, and has not hesitated to find an employee guilty while imposing a suspension instead of discharge, if the circumstances made this appropriate. However in 1991, the Department began to file charges in which a specific suspension, for example, sixty days, was sought instead of discharge. This practice allows the Superintendent greater discretion in determining how to maintain discipline within the Department. The legal procedures followed in these cases are the same as if the employee's discharge was sought; the accused member is legally entitled to a full hearing whether the issue is discharge, or a suspension of more than thirty days.

B. Suspensions of Six Through Thirty Days

Based upon a decision of the Illinois Supreme Court (*Kropel v. Conlisk*), an employee of the Chicago Police Department served with notice of a suspension of six through thirty days has the right to appeal that disciplinary action to the Police Board. Acting in an appellate capacity, the Board conducts a paper review of the matter, and determines whether to uphold the penalty, sustain guilt but

reduce the penalty, or not sustain the matter in its entirety.

Tables III and IV present a summary of the Board's actions in reviewing these proposed suspensions. The incidence of excessive force cases is higher in this group than in the separation cases. Again, alcohol abuse is clearly a significant factor. In addition to those matters specifically attributed to alcohol, it is clear that many of the other cases (e.g., involving insubordination or inefficiency) undoubtedly have alcohol abuse as an underlying cause.

Filings of cases totalled 61 in 1991; but increased sharply to 116 in 1992. This was by far the highest number of suspension review filings since the process was begun in 1976. The previous annual high was 87 in 1990. However, the number of cases decided by the Board declined in 1992. An extraordinary volume of separation cases developed in 1992. As the accused employees in those cases are suspended without pay pending resolution of their cases, it was necessary to give these matters priority. Therefore, a significant number of suspension review cases filed in the latter part of 1992 have been deferred for decision in 1993.

C. Challenges to the Board's Decisions

An employee disciplined by the Police Board after a hearing has the option under Illinois law of challenging such a dismissal through a suit in administrative review in the Circuit Court of Cook County. During 1991, nineteen such suits were filed. In seventeen instances, officers disciplined by the Board sought relief in court. In the other two instances, the Superintendent sued the Board, seeking court orders to the Board to impose a more severe penalty. In 1992, there were suits involving twenty-six respondents. In

TABLE III

POLICE BOARD

SUSPENSION REVIEW CASE DISPOSITIONS:

JANUARY 1, 1991 - DECEMBER 31, 1991

CATEGORY	SUSTAINED	SUSTAINED PENALTY REDUCED	NOT SUSTAINED	TOTAL
Intoxicated & Disorderly (includes domestic disputes)	8	-0-	1	9
Excessive Force (on & off duty)	14	1	6	21
Medical Roll-Secondary Employment Violations	2	-0-	-0-	2
Incompetence, Inefficiency Inattention to Duty, Insubordination	9	1	7	17
Moving Traffic Violations (not DUI); Vehicle Licensing Violations	-0-	-0-	-0-	-0-
Miscellaneous	6	-0-	2	8
TOTAL	39	2	16	57

TABLE IV

POLICE BOARD

SUSPENSION REVIEW CASE DISPOSITIONS:

JANUARY 1, 1992 - DECEMBER 31, 1992

CATEGORY	SUSTAINED	SUSTAINED PENALTY REDUCED	NOT SUSTAINED	TOTAL
Intoxicated & Disorderly (includes domestic disputes)	3	2	2	7
Excessive Force (on & off duty)	12	3	9	24
Medical Roll-Secondary Employment Violations	1	-0-	-0-	1
Incompetence, Inefficiency Inattention to Duty, Insubordination	2	5	2	9
Moving Traffic Violations (not DUI); Vehicle Licensing Violations	1	-0-	-0-	1
Miscellaneous	4	1	-0-	5
TOTAL	23	11	13	47

fifteen cases, the employee disciplined filed suit. The remaining eleven were brought by the Superintendent, of which ten involve the identical issues arising from a recent Illinois Appellate Court decision. Forthcoming action by the Illinois Supreme Court will dispose of these cases.

By and large, the Board's decisions have generally been upheld by the Circuit Court and Appellate Court. In 1991 and 1992, Circuit Court judges upheld the Board's actions against twenty-one employees. The Board's actions were overturned in only nine cases, and it is likely the Illinois Appellate Court will overturn some of these and reinstate the Board's original orders.

Often, an officer who secures a favorable ruling in the Circuit Court of Cook County will not return to work until after the Illinois Appellate Court has reviewed the matter. During these past two years, that court issued decisions in six cases. The Board's original decisions were upheld five times, and the sixth is on appeal to the Illinois Supreme Court.

The grievance procedures in the City's collective bargaining agreement with the Fraternal Order of Police allow officers to file grievances when they believe they were suspended without just cause. For many years, police officer filed grievances, leading to arbitration, in suspension review cases (six to thirty days). During 1991 and 1992, arbitrators issued decisions in twenty-four suspension review cases previously sustained by the Board. Of these, the arbitrators sustained ten suspensions, and overturned completely six suspensions previously ordered by the Board. In the remaining eight instances, the arbitrators upheld the Board's findings of

misconduct, but reduced the penalties imposed by the Board. Under current contractual provisions, the arbitrator's decisions are binding and may not be appealed by either side.

A new trend emerged in 1992, involving nine officers who were the subjects of separation charges and had full evidentiary hearings before the Board. After finding that the Department had proved misconduct, the Board ordered lengthy suspensions instead of discharges. These officers later filed grievances. The F.O.P. collective bargaining agreement states that separation cases before the Police Board cannot be appealed to an arbitrator. The officers claim that because the Board did not order their discharge, these cases are suspension cases which can be grieved. The Department claims that arbitration does not apply, as these cases originated as separation cases. The dispute over the arbitrators' jurisdiction is currently in litigation before the Circuit Court of Cook County.

V. Superintendent Selection

During 1991, it became evident that Superintendent of Police LeRoy Martin would retire early in 1992, upon attaining the mandatory retirement age of sixty-three. Therefore, in the fall of 1991, the Police Board began planning its activities for conducting a search for applicants.

The Board preliminarily determined the search would be an open one, with active efforts made to recruit well qualified applicants from both within the ranks of the Chicago Police Department, and elsewhere. To assist in this effort, Mr. Harry Vincent, the retired vice-chair of the management consulting firm of Booz, Allen and

Hamilton was retained by the Board to serve as a consultant. Mr. Vincent has extensive experience in executive search efforts both in the public and private sectors. His efforts made it possible to bring direct notice of this search to numerous key law enforcement officials across the U.S.

In addition, the Board placed recruitment advertisements in several publications. In addition to local ads, one ad in the national edition of the **New York Times** gave much visibility to the search process. Additional ads were placed in various minority oriented publications in major cities across the U.S.

In contrast to previous search efforts, the Board required all applicants to submit written responses to a set of essay questions. These called for applicants to detail their positions on certain issues of critical concern to the Board, such as proposed steps to maintain high officer morale and effectiveness while strictly dealing with police brutality, and community-oriented policing.

More than one hundred persons requested applications; many of these were from cities across the United States. Additionally, unsolicited direct communications with people prominent in law enforcement across the country resulted in additional dissemination of application information.

In the end, forty-two persons submitted applications. After careful review, a total of ten were chosen for interviews before the Board. After full deliberation, and careful background checks, the Board presented to Mayor Richard Daley its choices for the three finalists: Matt Rodriguez, Raymond Risley, and Gerald Cooper. The effort culminated in Mayor Daley's naming of Matt Rodriguez as

Superintendent of Police on April 13, 1992.

Most striking to the Board was the high calibre of many of the applicants. Both reviews of resumes and essays, and personal interviews, confirmed that the ranks of the Chicago Police Department contain a strong core of exceptionally well-qualified police professionals.

VI. Public Outreach

In 1991, the Board continued its efforts to make the public aware of the Board's activities. Additional meetings were held at sites in community locations, including the Third Baptist Church on the South Side, Daley College on the South West Side, and Wright College on the North West Side. The Board appreciates the hospitality shown by the host sites for these meetings.

The Board also published its second Annual Report in 1991, covering its work in 1990. This report is the third in the series. The Board hopes this will be published on a regular basis henceforth, although budgetary and time constraints may dictate a biannual publication schedule.

Board staff continue to exchange information with representatives of similar police review agencies in other cities, and to provide guidance to those jurisdictions which do not yet have any police board but are considering creating such a body. Inquiries have been received from places as diverse as Springfield, Massachusetts; Houston and Dallas, Texas, San Jose, California, Dubuque, Iowa, and elsewhere. The Board regularly participates in the activities of the International Association for Civilian Oversight of Law Enforcement (IACOLE).

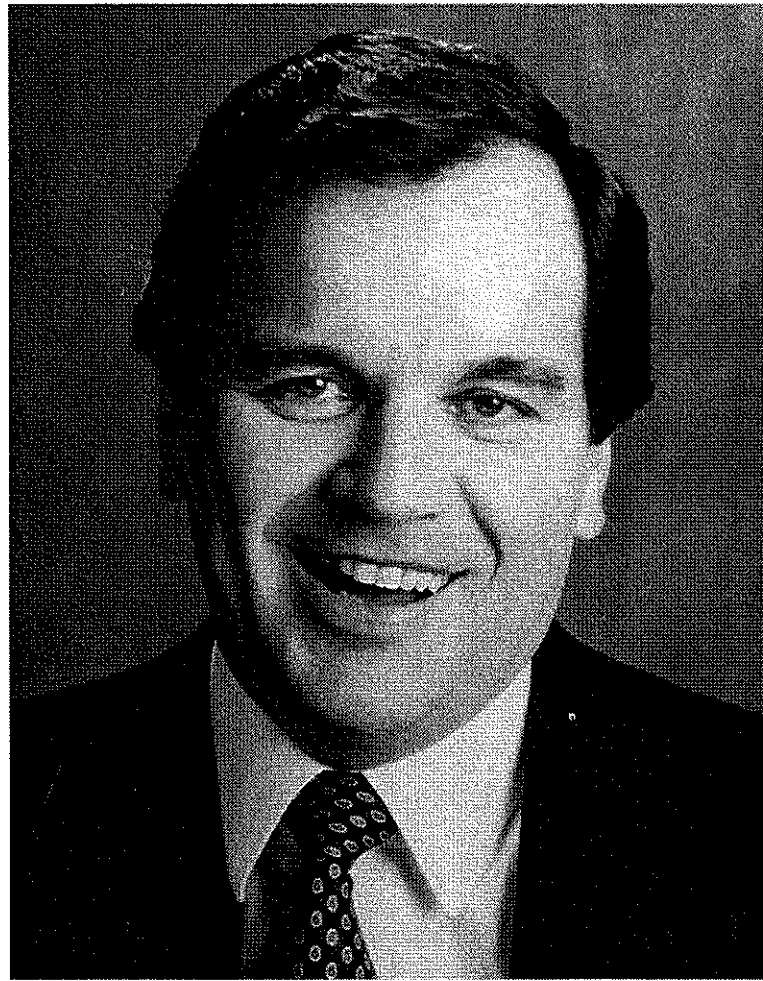
VII. Conclusion

The Board found 1991 and 1992 to be an even greater challenge than 1990, which had been an inaugural year for six of the Board's eight members. The volume of work for this panel of citizen volunteers has grown by staggering proportions. Nonetheless, the Board has kept even with its growing workload, and is gratified by the public's response to the Board efforts.

In Memoriam



Nancy B. Jefferson
1923 - 1992



THE HONORABLE
RICHARD M. DALEY
MAYOR OF THE CITY OF CHICAGO