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**CHICAGO CRIME COMMISSION STATEMENT
REGARDING CHICAGO POLICE DEPARTMENT HIRING PRACTICES**

The Chicago Crime Commission has serious concerns regarding the integrity and professionalization of the Chicago Police Department (“CPD”) personnel as a result of the information provided by the Chicago Sun-Times newspaper article by Frank Main and Annie Sweeney published 9/8/08 and entitled “Got A Rap Sheet? Step Right Up”.

According to information provided in the article, individuals who have been refused as potential employees of the Chicago Police Department for any reason may appeal that decision to the City of Chicago Human Resources Board (“HR Board”). The HR Board then may review the decision and decide to return the applicant to the CPD with instructions to return the person to the eligibility list and hire them.

The examples of those who availed themselves of this system and were cited in the article included over forty instances of circumstances that seem to be obvious reasons to refuse employment of the individual as a police officer in any department. These examples ranged from dealing drugs to battery arrests to street gang affiliations. Some decisions were influenced by aldermen supporting reconsideration.

The reconsideration of these applicants and involvement of the HR Board in these decisions makes the job of the Superintendent of the CPD even more difficult than it needs to be. All attempts to continue to professionalize the Chicago Police Department are hampered by the interference of the HR Board in the system of processing applications. High standards must be maintained in the hiring process, but also the qualifications of the personnel must not be diluted or downgraded.

Every Chicago Police Officer and citizen of Chicago should be outraged at the actions of the HR Board in requiring acceptance of candidates with these problems in their backgrounds that were correctly cited by the Department in refusing to employ the individual. The actions by the HR Board potentially make all Chicago Police Officers less respected since the public can not be certain whether they are dealing with someone who might have been a drug dealer or gang member.

The Chicago Police Department should not be required to hire anyone with serious issues in their background, regardless of any review by the HR Board. Perhaps it is time to review the workings of the HR Board and their qualifications to make such decisions. Obviously they seem to have little knowledge of the importance of the reputation of the Chicago Police Department and the qualifications needed for a professional Police Officer to serve and command respect.