

MERIT NOMINATION FOR DETECTIVE

Superintendent Eddie T. Johnson has directed that all eligible Nominators identified on the attached list identify members for merit selection to the position of Police Officer Assigned as Detective. Members will be nominated based on demonstrated superiority in the character traits/assessment dimensions described and indicated on the nominating form. Assessment dimensions are the skills, abilities and personal characteristics identified by Department subject matter experts and senior Department members as critical in performing the job of Detective. The assessment dimensions are posted on the Human Resources webpage.

Nominators:

Nominators must have knowledge of the nominee's work performance, either through personal observations or based on recommendations from the nominee's supervisors. Members of a Nominator's command may request that the Nominator consider them for merit promotion.

Except in exceptional circumstances, Nominators will nominate from within their command. Nominators who nominate from outside their command will provide a justification at the time their nominating package is submitted.

Nominees:

In order to be eligible for promotion based upon merit, the nominee must meet the minimum qualifications set forth in Employee Resource E05-07 entitled "Detective Examination and Selection Procedures" prior to the date the officer is ordered to report for training, including:

- passed the written qualifying examination and participated in the Investigative Logic Test for examination #9165-0001-2016
- **served two and a half (2.5) years** as an active Career Service Police Officer prior to the date

In addition, nominees must meet the following criteria:

Performance: Must be full duty and active status

Evaluations: if applicable, performance ratings must be at or above "Meets Expectations" for each of the last four evaluation periods

Acceptable Discipline Record: No sustained Complaint Register (C.R.) investigations for misconduct resulting in suspensions of more than seven (7) days during the preceding 12 month period; nor a record of three (3) or more sustained C.R. numbers resulting in suspensions of any length of time within the past five years.

NOTE: Sustained C. R. investigations with findings of "No Disciplinary Action" will not be considered as sustained violations for purposes of this selection process. Nominees with pending grievances or Police Board cases concerning discipline may be nominated; however, the scope and type of allegations will be considered and may be a factor in non-selection.

Attendance: No unauthorized absences within the preceding 12 month period.

Medical Roll: A maximum of nine (9) medical incidents and/or 45 days on the medical roll within the preceding three (3) year period, absent exceptional circumstances. If a pattern of medical roll abuse or misuse is established (i.e., the nominee goes on the medical roll when assigned to an involuntary detail; the medical roll use is linked to furloughs, RDOs or other time due to extend time off; or the nominee is found to have used the medical roll in an unauthorized manner or demonstrates other behaviors demonstrating medical roll misuse), the nominee will be disqualified.

NOTE: Medical time used in relation to approved FMLA leaves or ADA accommodations cannot be the basis for disqualification.

Indebtedness: No indebtedness to the City of Chicago.

Letters of Reference:

Nominees must have two (2) letters of reference from **active** supervisors who have supervised the Nominee within the past five (5) years. References must use the Reference Form that is available on the HR webpage. Letters of Reference must be received by Human Resources, located on the 4th Floor, Headquarters, 3510 S. Michigan Ave **no later than Monday, 31 October 2016 at 1700hrs**. Letters of Reference that are not received by the deadline will not be considered.

Nomination Forms:

Nominators must complete the online nomination. The nomination form must include specific examples of behavior that is typical of the nominee for each of the applicable dimensions. The nomination form must also identify the factors upon which the nominator is basing his/her decision (i.e., personnel observations, discussions with CPD personnel, written materials, etc.) and a brief description of how those factors were used. **Nominators must deliver one original and nine copies of the nomination packet to the Human Resources Division, 4th Floor, 4090NE, Headquarters, 3510 S. Michigan Avenue no later than Monday, 31 October 2016 at 1700hrs.** Late submissions will be ineligible for further processing.

Nominating Packets:

Nominating packets are submitted to HR by the Nominator. Each nominating packet will consist of the following documents:

- Signed Nomination Form
- Candidate's Resume
- Certificate of Educational Attainment
- Two Letters of Reference from **active members** who has supervised the nominee within the last five (5) years

NOTE: Letters of Reference must follow the format set forth in the Reference Form available on the Human Resources webpage. Letters of Reference may be turned in separately by the nominee. Under all circumstances, letters of reference must be received by the deadline.

- Justification for nominations outside command (if applicable)
- Hire Certification Form **completed by the Nominator**

No other documentation will be accepted. Packets containing additional information will be returned to the Nominator.

Processing Packets:

HR will accept all nominating packets, check them for completeness and ensure that all deadlines are met. Late or incomplete packets (e.g., no certificate of educational attainment, no resume, missing letters of recommendation) will be ineligible for further consideration.

HR will supplement timely, complete packets with a synopsis of relevant information, and copies of disciplinary and complimentary histories. These packets will be distributed to each member of the Merit Board.

Merit Board:

The Merit Board is comprised of five Deputy Chiefs. Merit Board Members will conduct structured oral interviews and will rate each candidate on job-related dimensions based on the nomination packet and oral interview. Each Member will sign a Hire Certification form.

One or more members of the Department of Human Resources will attend the Merit Board Meeting. Each DHR representative will sign a Hire Certification form. Representatives from the Inspector General's Office may attend the Merit Board Meeting at their discretion.

Superintendent:

The Superintendent makes the final selection for appointment. Nomination does not guarantee selection. The Superintendent is not bound by the recommendations of the Merit Board. If the Superintendent selects members other than those recommended by the Merit Board, the Superintendent will provide a written justification. The Superintendent will also sign a Hire Certification form.

NOMINATION ROSTER - DETECTIVES

Unit/District	Title	Incumbent	# of Nominations
News Affairs (102)	Director	Anthony Guglielmi	1
Office of Legal Affairs (114)	General Counsel	Charise Valente	1
Management of Labor Affairs Section (129)	Director	Wynter Jackson	1
Crime Control Strategies (115)	Deputy Chief	Steven Caluris	1
Deployment Operations Center (116)	Commander	Leo Panepinto	1
Detached Services (543)	Deputy Chief	Steve Georgas	1
Detached Services (542)	Commander	Brian Thompson	1
Street Operations (140)	Deputy Chief	Kenneth Angarone	1
Street Operations (140)	Deputy Chief	Terence Williams	1
Street Operations (140)	Deputy Chief	Maria Pena	1
Street Operations (140)	Deputy Chief	James O'Donnell	1
Bureau of Organizational Development (131)	Chief	Anne Kirkpatrick	1
Training and Education (124)	Deputy Chief	Keith A. Calloway	2
Inspection Division (126)	Commander	Cornelia Lott	1
Research and Development (127)	Director	Karen Conway	1
Department of Justice Liaison (111)	Commander	Marc Buslik	1
Internal Affairs (121)	Chief	Eddie Welch III	1
	Commander	Robert Klimas	1
Bureau of Patrol	Chief	Fred L. Waller	1
Bureau of Patrol	Deputy Chief	George Devereux	1
Area North (213,313)	Deputy Chief	Alfred Nagode	2
Area North (213,313)	Commander	Roger Bay	2
Area Central (211,311)	Deputy Chief	Kevin Ryan	2
Area Central (211,311)	Commander	Francis A. Valadez	2
Area South (212,312)	Deputy Chief	Larry Watson	2
Area South (212,312)	Commander	Elgin Holt	2
001st District	Commander	Robert Klich	3
002nd District	Commander	Crystal King-Smith	4
003rd District	Commander	Darren Doss	4
004th District	Commander	Noel Sanchez	4
005th	Commander	Varrick Douglas	5

NOMINATION ROSTER - DETECTIVES

Unit/District	Title	Incumbent	# of Nominations
006th District	Commander	William Bradley	4
007th District	Commander	Kenneth Johnson	5
008th District	Commander	Ronald Pentacore	4
009th District	Commander	Daniel Godsel	4
010th District	Commander	James Sanchez	4
011th District	Commander	Kevin Johnson	5
012th District	Commander	Edward Kulbida	4
014th District	Commander	Fabian A. Saldana	3
015th District	Commander	Dwayne Betts	4
016th District	Commander	William Looney	3
017th District	Commander	Elias A. Voulgaris	3
018th District	Commander	Paul R. Bauer	4
019th District	Commander	Robert Cesario	5
020th District	Commander	Sean Loughran	3
022nd District	Commander	Mark Harmon	3
024th District	Commander	Roberto Nieves	3
025th District	Commander	Anthony Escamilla	4
CAPS (135)	Deputy Chief	Eric Washington	1
Special Functions Division (141)	Deputy Chief	Eric Carter	2
Airport Law Enforcement Section (050,051)	Commander	Thomas O'Brien	2
Public Transportation (701,704)	Commander	Cindy Sam	1
Bureau of Detectives (180)	Chief	Melissa Staples	1
Bureau of Detectives (180)	Deputy Chief	Kathleen Boehmer	1
Detective: Area Central (610)	Commander	Brendan Deenihan	1
Detective: Area North (630)	Commander	Kevin Duffin	1
Detective: Area South (620)	Commander	Rodney Blissett	1
Executive Officer (180)	Deputy Chief	James Jones	1
Forensic Services Division (177)	Commander	Joseph P. Murphy	1
Youth Investigations Division (184)	Commander	Thomas Lemmer	1
Bureau of Organized Crime (188)	Chief	Anthony Riccio	1
Bureau of Organized Crime (188)	Deputy Chief	Dana Alexander	1
Gang Investigation Division (193)	Commander	Christopher Kennedy	2
Narcotics Division (189)	Commander	Thomas Waldera	4
Vice & Asset Forfeiture Division (192)	Commander	Karen Konow	1

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Unit/District	Title	Incumbent	# of Nominations
Bureau of Support Services (120)	Chief	Barbara J. West	1
Administration (120)	Deputy Chief	Marvin Shear	1
Technology & Records Group (125)	Deputy Chief	Jonathan Lewin	1
General Support Services (161)	Commander	Jon J. Johnson	1
Human Resources (123)	Director	Donald O'Neill	1
Facilities (120)	Director	Bonita Amado	1
Records Field Services (163,166)	Director	Joseph Perfetti	1