



PAX 501



JAMES M. ROCHFORD SUPERINTENDENT

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Shortly, I will issue a General Order on Sworn Department Members. In effect, this order will henceforth eliminate any distinction between policemen and policewomen. Before the order is issued, I would like to explain the reasons for the order and its underlying philosophy.

The traditional attitude that only a man can perform the duties required within the police profession has been repudiated by research, actual on the job experiences, legislation, and court decisions. Therefore, on the effective date of the forthcoming order, all new sworn members of the Department will be treated as police officers and expected to conform to one code of standards.

Yet, there are a significant number of women within the Department who took a civil service examination for the specific function of being either a policewoman assigned to the Youth Division or as a police matron assigned to the Women's lockup. To arbitrarily terminate present assignments and subject these members to any assignment in the Department would be unfair and unjust. On the other hand, to deny these present members the opportunity to move up the career ladder in law enforcement would violate the concept of equality under the law.

The opportunity for service, job satisfaction, recognition, and promotion is here. Therefore, each sworn female officer appointed to the Department prior to May 1, 1975 will be offered an option to retain her present assignment or request reassignment to the functions of police officer. If the latter choice is made, the member may designate her preference for assignment. However, she must also remain cognizant of the fact that there is no turning back and that the final decision concerning assignment must support the goals of the Department as well as the intent of the pending General Order.

I consider this policy both necessary and fair to the present policewomen and matrons and to other Department members who have been required to serve in any assignment in the best interest of the Department.

I hope this PAX 501 clarifies my feelings and position on this matter and that all members abide by this policy in the true spirit of a professional law enforcement officer.

James M. Rochford

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As a result of my program of reassigning police officers from nonessential duties to increase the number of patrol officers, there is presently a great demand for additional supervisory personnel. Also, because of pending litigation, it has not been possible to promote police officers to the rank of sergeant for almost two years. Hence, there is in my judgment, a serious deficiency of the number of supervisors necessary for the proper administration of a large police department as the Chicago Police Department. Therefore, in order to bring our department to a proper level of supervisory personnel, it is necessary to fill critical vacancies in the rank of sergeant. Under the present circumstances, this will be done through my power to appoint under temporary authority.

Any Police Officer presently in the department who has at least five years of seniority will be given consideration for these appointments.

The procedures for making these appointments will be as follows:

- 1) Any interested Police Officer with at least five years of service may apply on forms which will be available through Unit Commanders by next week.
- 2) Applications will be forwarded to the office of the Superintendent through normal channels.
- 3) The final evaluation on applications will be conducted under the direction of a special board I will assign for this specific purpose. The selection process will involve an evaluation of applications on the basis of criteria established for the assignment of sergeant and approved by me.
- 4) After the board has completed its work and made its recommendations to me, I will make the Sergeant appointments. The final responsibility will be mine as the appointing authority.

While these appointments must, of necessity, be temporary, I will do everything within my power to reward good performance in these assignments with due consideration in competition for permanent promotions.

James M. Rochford
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 Superintendent of Police