



CHICAGO POLICE DEPARTMENT

PAX 501

Jody P. Weis, *Superintendent of Police*

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As Superintendent, one of my primary focuses has been emphasizing the importance of good supervision. A good supervisor acts as a leader and mentor to the individuals that he or she supervises, providing guidance and accountability as well as assisting in educating those who are less senior in rank or position. Critical to this is ensuring consistency among our supervisors.

Officers should expect to have consistency among those that supervise them; this provides for stronger relationships, better accountability, improved communication and, in the end, a better functioning organization. You should not have to walk into work and face a different – and sometimes unknown – supervisor, everyday.

The Department has previously utilized lieutenants from various units to fill-in as watch commanders at various times. To minimize disruptions and ensure consistency, the Department will make adjustments and place our Captains on the watches and in the Districts where they are needed most. My intention is that this move will strengthen the leadership that is in place at the District level and allow us to better serve our officers, as well as the public.

All told, approximately ten Captains will remain in their District but have their watch changed; approximately ten Captains will be detailed from their unit of assignment. This will provide Districts with the presence of a Commander or Watch Commander on every watch. This will ensure single-point accountability, consistency and best serve the Department.

By making this ninety day change, I hope to minimize the number of days Lieutenants are away from their Districts of assignment, allowing them to focus on the specific needs within the community they work.

The documentation that was previously distributed through the Bureau of Patrol regarding the distribution of Captains and the detail of Administrative Captains and Lieutenants was inaccurate and published without formal approval. For this, I apologize.

I recognize that some may view this as an inconvenience. The responsibilities of supervisors are varied, complex and often challenging; they serve a vital function for the men and women of the Department. I appreciate the work that our Captains do and I am certain that, recognizing the importance of being there for the officers in their Districts, they will accept the responsibility of their rank, and I am appreciative of them doing so.

Thank you for your service and, as always, be safe.

A handwritten signature in cursive script, appearing to read "J. Weis".

Jody P. Weis
Superintendent of Police