



CITY OF CHICAGO

Police Board Member Selection Criteria¹

In 2020, the City of Chicago has adopted the following selection criteria for all Police Board Members. This selection criteria requires that the Mayor of Chicago appoints members to the Police Board who will reflect the socioeconomic, ethnic, and racial diversity of Chicago. The Mayor will use the following criteria when appointing members of the Police Board. Each appointee shall:

1. Be a resident of Chicago;
2. Have earned a bachelor's degree from an accredited college or university or has demonstrated an ability digest, analyze and make decisions based on complicated written materials;
3. Have not been convicted, by any court located in the United States, of any of the following crimes: bribery, embezzlement, extortion, perjury, or other corruption-related offenses (individuals who have been convicted of a crime other than those listed above must demonstrate successful rehabilitation);
4. Have at least ten years of documental experience (including post-graduate education) in any of the following fields (experience in one field can be combined with experience in another field in order to meet the ten-year minimum requirement):
 - a. Law;
 - b. Law Enforcement;
 - c. Law Enforcement Oversight/Police Accountability;
 - d. Public Policy;
 - e. Social Work;
 - f. Psychology;
 - g. Mental Health;
 - h. Community Engagement or Organizing;
 - i. Civil Rights;
5. At least four Members shall each have at least ten years of experience as a practicing attorney;
6. At least one Member but no more than two shall have at least ten years of experience as a sworn law enforcement officer (cannot be active at time of appointment);



7. At least one Member shall have at least ten years of experience in community engagement or organizing;
8. Not a current employee of the City of Chicago Department of Law, Chicago Mayor's Office, Chicago Police Department, Civilian Office of Police Accountability, Cook County State's Attorney's Office, or an employee of one of these agencies within the last five years;
9. Have demonstrated the ability to be impartial and to work effectively with diverse populations;
10. Possess professional and personal integrity and good character.

Effective 2/28/2020

¹These criteria are created to fulfill the requirements of Paragraph No. 532 of the Consent Decree entered in Illinois v. Chicago:

532. Within 180 days of the Effective Date, the City will draft selection criteria for Police Board members with the objective of identifying individuals who possess sufficient experience, judgment, and impartiality to perform the duties of members of the Police Board. Selection criteria may include prior work in law or law enforcement, and service with based community and non-profit organizations. The draft selection criteria will be published on the Police Board's website for a period of 30 days for public review and comment. Following the 30-day public review and comment period, the City will provide the draft criteria to OAG for review and comment. The final selection criteria will be published and maintained on the Police Board's website. The City will ensure that the selection criteria are the basis for future selection of Police Board members.

