

*Independent Monitoring Report 9*

Appendix 5:

Recruitment, Hiring, and Promotions

Compliance Assessments

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## Recruitment, Hiring, and Promotions: ¶256

*256. The City and CPD will continue to review any hiring and promotional exams to ensure they are fair, validated, and properly administered.*

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### Compliance Progress

(Reporting Period: July 1, 2023, through December 31, 2023)

**Preliminary:** *In Compliance (FIFTH REPORTING PERIOD)*  
**Secondary:** *Not In Compliance*  
**Full:** *Not Yet Assessed*

In the ninth reporting period, the City and the CPD maintained Preliminary compliance with ¶256.

In the ninth reporting period, relevant to ¶256, the City and the CPD produced the Adverse Impact Analysis of the Chicago Police Officer Examination. However, to reach Secondary compliance, the City and the CPD must provide data sufficient to determine if they are collecting, tracking, and maintaining data about hiring and promotional exams as required by ¶256.

We look forward to seeing similar analyses of all the promotional exams, as well as evidence that all exams are validated and properly administered in future reporting periods.

### Paragraph 256 Compliance Progress History

FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary

## Recruitment, Hiring, and Promotions: ¶263

*263. Within 365 days of the Effective Date, CPD will identify and publish, both internally and externally, for the ranks of Captain and Commander, the duties, eligibility criteria, knowledge, skills, and abilities considered to select qualified candidates who are effective supervisors in compliance with CPD policy and this Agreement.*

### Compliance Progress

(Reporting Period: January 1, 2023, through June 30, 2023)

**Preliminary:** In Compliance (FIFTH REPORTING PERIOD)  
**Secondary:** In Compliance (NEW)  
**Full:** Not in Compliance

In the ninth reporting period, the City and the CPD achieved Secondary compliance with ¶263.

In this reporting period, the City and the CPD, through the Department of Human Resources (DHR), produced updated job descriptions for the ranks of Captain and Commander with clear eligibility criteria as required by ¶263. DHR published these job descriptions on the website with version dates for each job description and provided sufficient documentation of the announcements to the IMT.

Looking forward, Full compliance may be achieved by establishing a “feedback loop” with candidates to revise and improve future processes.

### Paragraph 263 Compliance Progress History

<p>FIRST REPORTING PERIOD SEPTEMBER 1, 2019 – AUGUST 31, 2019</p> <p>COMPLIANCE PROGRESS: Not Applicable</p>	<p>SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020</p> <p>COMPLIANCE PROGRESS: Secondary</p>
<p>FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021</p> <p>COMPLIANCE PROGRESS: Under Assessment</p>	<p>FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021</p> <p>COMPLIANCE PROGRESS: Secondary</p>	<p>SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>
<p>SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023</p> <p>COMPLIANCE PROGRESS: Preliminary</p>	<p>NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023</p> <p>COMPLIANCE PROGRESS: Secondary</p>