



**City of Chicago**  
**Richard M. Daley, Mayor**

**Police Board**

Demetrius E. Carney  
President

Scott J. Davis  
Vice President

Phyllis L. Apfelbaum  
Patricia C. Bobb  
Victor M. Gonzalez  
William C. Kirkling, D.D.S.  
Rev. Johnny L. Miller  
Art Smith  
George M. Velcich

Max A. Caproni, Ph.D.  
Executive Director

Suite 1220  
30 North LaSalle Street  
Chicago, Illinois 60602  
(312) 742-4194  
(312) 742-4193 (FAX)  
(312) 745-6876 (TTY)

[www.chicagopoliceboard.org](http://www.chicagopoliceboard.org)

**FOR IMMEDIATE RELEASE**

**Contact:**

Demetrius Carney  
Chicago Police Board  
(312) 742-4194

## **Chicago Police Board Announces Three Finalists for Superintendent**

### *Mayor Daley to Make Final Decision*

CHICAGO (July 9, 2007) —The Chicago Police Board announced today the three finalists to succeed Philip J. Cline as Superintendent of Police. After lengthy and thorough evaluation and interview processes, Thomas Belfiore, Hiram Grau, and Charles L. Williams were selected as finalists by the Board.

As required by city ordinance, when there is a vacancy in the Superintendent's position, the Police Board is responsible for nominating three candidates for consideration by the Mayor. This past weekend, the names of three finalists were presented to Mayor Richard M. Daley, who will make the final selection.

"After conducting an extensive search, and after successfully attracting a diverse and talented group of applicants, the Chicago Police Board is confident that we have selected the three best-qualified candidates for the Superintendent position," said Demetrius E. Carney, President of the Chicago Police Board.

Thomas Belfiore, a twenty-year veteran of the New York City Police Department, currently serves as Commissioner-Sheriff of



the Westchester County Department of Public Safety. As a supervisor in the NYPD's internal-affairs unit, Belfiore led the investigation of corruption in the 30<sup>th</sup> Precinct that resulted in 34 convictions. Belfiore also served as commanding officer of the NYPD's training academy, and as deputy chief of the department. He left the NYPD to become director of security operations for Major League Baseball.

Hiram Grau leads the Chicago Police Department's Bureau of Investigative Services. A Deputy Superintendent since 2002, Grau currently oversees the Detective and Organized Crime Divisions. A Vietnam veteran, Grau joined the CPD in 1981 and has held numerous high-level positions, including commanding the gang investigations section, Commander of the 14<sup>th</sup> District, Deputy Chief of organized crime, and Deputy Superintendent of the Bureau of Technical Services.

Charles L. Williams is Deputy Superintendent of the Bureau of Patrol, the CPD's largest unit with over 9,000 personnel. Williams joined the CPD in 1975 after serving in the Vietnam War. In addition to nearly 15 years experience in the Internal Affairs Division, he has held a wide range of command positions, including Commander of the public housing unit, Commander of Area 1 detectives, Deputy Chief of Area 4 patrol, and Deputy Superintendent of the newly created Bureau of Strategic Deployment.

Superintendent Cline announced his retirement on April 2 after nearly four years in the position.

On May 7, the Board announced that they had retained David Gomez and Associates to assist with the search. David Gomez and Associates is a 30-year-old, Chicago-based executive search firm with a national reputation for recruiting top talent for Fortune 1000 companies across the country, as well as for

locally based companies and non-profit organizations. The search process commenced on May 14.

By the June 12 application deadline, a diverse pool of candidates had applied for the position. Applicants were both locally based and from outside the city of Chicago, and included women, African-Americans, Hispanics, and civilians.

Following a detailed review of all applications, the Board conducted individual interviews with 12 candidates. The Board also conducted thorough background checks, contacted references, and consulted high-level law enforcement officials about the candidates.

Candidates were evaluated on professional and personal qualifications, leadership skills, and their ability to address challenges and opportunities facing the Chicago Police Department, including the issues of on- and off-duty police misconduct, gang violence, and continuing successful crime reduction and community policing efforts.

"Each of the three finalists would bring a unique vision to the Superintendent position and would represent the Chicago Police Department and the city with strong leadership and problem-solving skills," said Carney.

"The Chicago Police Board has worked diligently to ensure the search and interview process was conducted thoroughly and with integrity, and would yield the highest caliber, diverse candidates from across the country," said Carney. "I am pleased to say that we have successfully met these objectives."

The Police Board is an independent body of nine citizens recommended by the Mayor and approved by the City Council.

###