

# ERNEST CATO III

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## OBJECTIVE

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To seek the position of Superintendent of Police for the City of Chicago while ensuring police and community resources are utilized in a collaborative manner and providing transparency, equitability, and efficiency in the effort to combat violent crime as well as increasing the trust and satisfaction of the community with the department while following the consent decree

## EDUCATION

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- Senior Management Institute for Police/ Boston University July 2019
  - Executive Strategic Management
- Master of Science/ Lewis University December 2004
  - Public Safety Administration
- Bachelor of Arts/ Lewis University January 2002
  - Criminal Justice
- Chicago Police Academy March 2016
  - Lieutenant Training
- Chicago Police Academy September 2012
  - Sergeant Training
- Chicago Police Academy December 1998
  - Detective Training
- Chicago Police Academy June 1990
  - Recruit Training
- Illinois Army National Guard Military Academy July 1989
  - Illinois Officer Candidate School (Class 33-88)

## CHICAGO POLICE DEPARTMENT ASSIGNMENTS

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### DEPUTY CHIEF-AREA NORTH

**Oct 2019-Present**

- Analyze emerging crime trends, create and implement comprehensive multi-unit response in regards to reduction and deterrence of violent crime
- Provide leadership and management of nine Area North police districts as well as two units at the Area level
- Bridge the divide between the Department and the community it serves by strategically creating and implementing proven problem solving techniques and policies
- Foster and expand Community Policing strategies and involvement of established community organizations to contribute to a decrease in violent crime and increase community satisfaction and safety

- Provide mentoring, leadership, and guidance to supervisory personnel as well as patrol level personnel in order to create a diverse, inclusive, and efficient workforce with positive morale
- Oversee disciplinary proceedings for multiple units while ensuring a consistent and transparent process is adhered to

**015<sup>TH</sup> DISTRICT COMMANDER**

**Oct 2017-Oct 2019**

- Ensure Department policies are implemented at the district level as well as provide instruction and guidance for supervisors and officers while adhering to the new consent decree
- Foster positive police-community engagement and interaction consistent with the Department's Community Policing Strategy
- Creation and implementation of multiple ground breaking programs such as the Austin Response Team (A.R.T.) and collaborative efforts with numerous community organizations
- Organize and conduct Strategic Management meetings
- Ensure the District Advisory Committee (DAC) chairperson provides information that identifies community views on the district's emerging and chronic crime and disorder problems and their underlying causes, and suggest possible community strategies to address these problems
- Develop and implement strategies to improve officers' morale
- Address disciplinary issues and ensure consistency and transparency in disciplinary proceedings
- Create and oversee district scheduling, address manpower issues, and ensure district falls within budget parameters

**015<sup>TH</sup> DISTRICT TACTICAL LIEUTENANT**

**May 2016-Oct 2017**

- Assist the District Commander in identifying and developing strategies to address violent and chronic community issues
- Coordinate crime strategies, review the gang audit, and track violence/trends in violence
- Responsible for the efficiency and activity of tactical unit operations and coordination, scheduling, deployment of tactical teams within the district
- Attend community meetings and address community concerns as well as strategic planning to involve community organizations to assist in the reduction of violent crime
- Collaborate with outside units and agencies to address community concerns and combat crime

**ADDITIONAL ASSIGNMENTS:**

015 <sup>TH</sup> DISTRICT WATCH OPERATIONS LIEUTENANT	Mar 2016-May 2016
BUREAU OF PATROL ADMINISTRATIVE SERGEANT	2014-2016
010 <sup>TH</sup> DISTRICT TACTICAL SERGEANT	2012-2014
010 <sup>TH</sup> DISTRICT SECTOR SERGEANT	2012-2012
AREA CENTRAL DETECTIVE DIVISION-HOMICIDE TEAM	2012-2012
AREA 4 DETECTIVE DIVISION-HOMICIDE/GANG/SEX CRIME	2004-2012
AREA 4 DETECTIVE DIVISION-SPECIAL VICTIMS UNIT	2002-2004
UNIT 543 CITY OF CHICAGO INSPECTOR GENERAL'S OFFICE	2000-2002
AREA 4 YOUTH DIVISION INVESTIGATOR	1999-2000
CHICAGO POLICE HONOR GUARD	1999-PRESENT
UNIT 543 CITY OF CHICAGO INSPECTOR GENERAL'S OFFICE	1994-1999
021 <sup>ST</sup> DISTRICT OFFICER	1990-1994

## NOTABLE ACHIEVEMENTS

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While serving as the 015<sup>th</sup> District Commander, I was able to develop strong working relationships with community stakeholders such as The Institute for Non-Violence, BUILD, West Side Health Authority, Hope Community Church, Austin Coming Together, and Stop the Violence. By actively engaging the community and its members, I was able to create a community task force, The Austin Response Team (A.R.T.). A.R.T. is a supplemental support to law enforcement efforts, comprised of community resource agencies and the 015<sup>th</sup> District that targets violence through the use of intervention and assistance programs. Partners agree to serve a singular cause of strengthening the neighborhood structure through the injection of quality resources. It is through the bi-monthly meetings of A.R.T. that the collaborative efforts of the police department and the community come together to strategically identify locations in the 015<sup>th</sup> District within 24-48 hours of the request to respond to a major incident, and participate in canvassing to deliver literature, sign up participants, and direct residents to follow up services. This allows us to provide local support services including gang intervention, block organization, mentoring opportunities, and youth services. This ultimately resulted in a reduction of retaliatory and persistent crime incidents and increased the number of Austin community residents who utilize local support service resources. As the current Deputy Chief of Area North, I have had the opportunity to expand the A.R.T. program by assisting in the creation of similar programs in neighboring districts. I have assisted the 011<sup>th</sup> District in creating the Harrison Response Team (H.R.T.) to mimic the structure of A.R.T. which has met with positive results thus far. I am currently working with the 025<sup>th</sup> District to create a similar structured program and hope to expand these efforts to all districts in Area North.

Through the consistent use of technology based proactive policing, fostering and expanding community collaboration including faith-based intervention, increasing multi-agency involvement, and strategic resource deployment, the 015<sup>th</sup> District saw a significant decrease in violent crime during my administration.

The United States Department of State learned of the successes in violence reduction in the 015<sup>th</sup> District and I was afforded the opportunity to travel to South Africa and visit multiple communities in Cape Town and Johannesburg where I shared the strategies of the 015<sup>th</sup> District and the Chicago Police Department in using technology (such as the Strategic Decision Support Center) and building relationships with community organizations to reduce violence.

The Gang Violence Reduction Strategy (GVRS) is supported by its multiple pillars: Custom Notifications, Gang Call-Ins, Enhanced Prosecution, and the policy's cornerstone - the Gang Audit. In order for this program to successfully work, there must be clearly defined standards and consistent performance from each of the 22 districts. Prior to July 2014, each district in the City was conducting their own program to address the elements of the Gang Violence Reduction Strategy with varying levels of success. In July 2014, as a Sergeant, I spearheaded the effort to coordinate the implementation of the Gang Violence Reduction Strategy as well as guide, direct, and educate the various districts into a comprehensive understanding, an impartial implementation, and efficient execution of the same. Starting with no database and no historical precedent, I developed a plan of action, modeled and created new databases, and created the cohesive implementation of this proven strategy. I was able to forge a system of interconnections between the community, the Police Department, and various other agencies to move the Gang Violence Reduction Strategy into the forefront of the Department's efforts to quell the violence erupting from gang activity.

## DEPARTMENT RECOGNITIONS

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2004 CRIME REDUCTION RIBBON	1
2009 CRIME REDUCTION AWARD	1
ATTENDANCE RECOGNITION AWARD	5
CHICAGO POLICE LEADERSHIP AWARD	1
COMPLIMENTARY LETTER	23
DEMOCRATIC NATIONAL CONVENTION AWARD	1
DEPARTMENT COMMENDATION	8
EMBLEM OF RECOGNITION - APPEARANCE	4
EMBLEM OF RECOGNITION - PHYSICAL FITNESS	6
HONOR GUARD AWARD	1
HONORABLE MENTION	24
JOINT OPERATIONS AWARD	1
NATO SUMMIT SERVICE AWARD	1
PRESIDENTIAL ELECTION DEPLOYMENT AWARD 2008	1
SUPERINTENDENTS AWARD OF MERIT	1
UNIT MERITORIOUS PERFORMANCE AWARD	2

## MILITARY SERVICE

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- United States Army, Illinois National Guard 1985 - 1991
  - Honorable Discharge
- Second Lieutenant/signal
  - 33<sup>rd</sup> Brigade, 178<sup>th</sup> Infantry Company
    - Infantry Platoon Leader
  - 2<sup>nd</sup> Battalion, 122<sup>nd</sup> Field Artillery
    - Battery Executive Officer
    - Coordinate military missions
- Liaison Officer
  - Investigate and report enlisted soldiers complaints and issues to the Battalion Commander
- Private First Class
  - 33<sup>rd</sup> Brigade, 178<sup>th</sup> Infantry Company
    - Responsible for establishing and maintaining communications