

**BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO**

**IN THE MATTER OF CHARGES FILED AGAINST** )  
**TIMEKEEPER NOELE K. ADKINS, EMPLOYEE** ) **CASE #04-2544**  
**# 304324, DEPARTMENT OF POLICE,** )  
**CITY OF CHICAGO,** ) **CR # 287768**  
 )  
**RESPONDENT.** )

**FINDINGS AND DECISION**

On March 31, 2004, the Superintendent of Police filed charges with the Police Board of the City of Chicago, seeking the termination of Timekeeper **NOELE K. ADKINS**, Employee # 304324, hereinafter sometimes referred to as "Respondent" for violation of the following rules:

**RULE 1:** "Violation of any law or ordinance."

**RULE 2:** "Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department."

**RULE 14:** "Making a false report, written or oral."

The Police Board of the City of Chicago caused a hearing on these charges against Timekeeper **NOELE K. ADKINS**, Employee # 304324, to be heard by **JACQUELINE A. WALKER**, Hearing Officer of the Police Board of the City of Chicago, on July 6, 2004. Following the Hearing, the members of the Police Board read and reviewed the certified transcription of the proceedings of the hearing.

**JACQUELINE A. WALKER**, Hearing Officer made an oral report and conferred with the Police Board before it rendered a decision.

As a result of the foregoing, the Police Board of the City of Chicago finds and determines that:

**FINDINGS & DECISION, CONT'D**  
**TIMEKEEPER NOELE K. ADKINS, EMPLOYEE #302324, C. R. #287768**  
**PAGE 2**

(1) The Respondent was, at all times mentioned herein, a Timekeeper employed by the Department of Police of the City of Chicago;

(2) The charges were filed, in writing, and a Notice, stating the time, date and place, when and where a hearing on the charges was to be held, together with a copy of the original charges were served upon the Respondent more than five (5) days prior to the hearing on the charges;

(3) Throughout the hearing, the Respondent appeared in person and was represented by legal counsel;

(4) Respondent, Timekeeper **NOELE K. ADKINS**, Employee #304324, as charged herein, is **guilty** of violating, to-wit:

**RULE 1:** "Violation of any law or ordinance," in the following instances:

A) On or about February 20, 2003, Timekeeper **NOELE K. ADKINS**, committed the offense of forgery, in that with an intent to defraud she knowingly created and signed a letter purported to have been created and signed by Kathy Devaney of the Chicago Police Department, Personnel Division, Employee Development Section, and delivered the letter to Sharon Caesar, Assistant Director of Financial Services for Robert Morris College, without authorization, in violation of Chapter 720 ILCS 5/17-3(a)(1).

B) On or about February 20, 2003, Timekeeper **NOELE K. ADKINS**, committed the offense of forgery, in that with an intent to defraud she knowingly created and signed a letter purported to have been created and signed by Kathy Devaney of the Chicago Police Department, Personnel

**FINDINGS & DECISION, CONT'D**  
**TIMEKEEPER NOELE K. ADKINS, EMPLOYEE #302324, C. R. #287768**  
**PAGE 3**

Divison, Employee Development Section, and delivered the letter to Sharon Caesar, Assistant Director of Financial Services for Robert Morris College, without authorization, in violation of Chapter 720 ILCS 5/17-3(a)(2).

(5) Respondent, Timekeeper **NOELE K. ADKINS**, Employee #304324, as charged herein, is **guilty** of violating, to-wit:

**RULE 2:** “Any action or conduct which impedes the Department’s efforts to achieve its policy and goals or brings discredit upon the Department,” in that:

On or about February 20, 2003, she committed the offense of forgery, in that with an intent to defraud she knowingly created and signed a letter purported to have been created and signed by Kathy Devaney of the Chicago Police Department, Personnel Division, Employee Development Section, and/or delivered the letter to Sharon Caesar, Assistant Director of Financial Services for Robert Morris College, without authorization.

(6) Respondent, Timekeeper **NOELE K. ADKINS**, Employee #304324, as charged herein, is **guilty** of violating, to-wit:

**RULE 14:** ““Making a false report, written or oral,” in that:

On or about February 20, 2003, she committed the offense of forgery, in that with an intent to defraud she knowingly created and signed a letter purported to have been created and signed by Kathy Devaney of the Chicago Police Department, Personnel Division, Employee Development Section, and/or delivered the letter to Sharon Caesar, Assistant Director of Financial Services for Robert Morris College, without authorization.

**FINDINGS & DECISION, CONT'D**  
**TIMEKEEPER NOELE K. ADKINS, EMPLOYEE #302324, C. R. #287768**  
**PAGE 4**

**BY REASON** of the findings of fact and of guilt herein, cause exists for the discharge of Respondent, Timekeeper **NOELE K. ADKINS**, Employee # 304324, from the Department of Police and from the services of the City of Chicago.



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JACQUELINE A. WALKER  
Hearing Officer

**FINDINGS & DECISION, CONT'D:**

**TIMEKEEPER NOELE K. ADKINS, EMPLOYEE # 304324, CR # 287768**

**PAGE 5**

**DECISION**

The members of the Police Board have read and reviewed the certified copy of the transcription of the hearing, have received the oral report of the Hearing Officer, **JACQUELINE A. WALKER**, and have conferred with the Hearing Officer on the credibility of the witnesses and the evidence, hereby adopt all findings herein, and, in reaching its decision as to the penalty imposed, the Board has taken into account not only the facts of this case but also the Respondent's complimentary and disciplinary history, a copy of which is attached hereto as Exhibit A, and

IT IS HEREBY ORDERED that the Respondent, **Timekeeper Noele K. Adkins**, Employee # 304324, as a result of having been found guilty of the charges in Police Board Case No. 04-2544, is hereby separated and discharged from her position as a Timekeeper, and from the services of the City of Chicago.

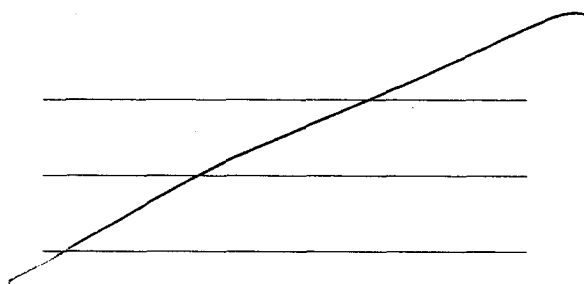
DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS 21<sup>st</sup> DAY OF September, 2004.

*Gerardo J. Cervoni*  
\_\_\_\_\_  
*William C. Gutkin*  
\_\_\_\_\_  
*Patricia A. Grogan*  
\_\_\_\_\_  
*Phyllis G. Speckmann*  
\_\_\_\_\_  
*Scott Davis*  
\_\_\_\_\_  
*Rev. J. L. Miller*  
\_\_\_\_\_  
*Patricia C. Bobb*  
\_\_\_\_\_  
*Paul A.*  
\_\_\_\_\_  
Executive Director, Police Board

**FINDINGS & DECISION, CONT'D:**  
**TIMEKEEPER NOELE K. ADKINS, EMPLOYEE # 304324, CR # 287768**  
**PAGE 6**

**DISSENT**

The following members of the Police Board hereby dissent from the decision of the majority of the Board.



RECEIVED A COPY OF THIS COMMUNICATION

THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2004

\_\_\_\_\_  
SUPERINTENDENT OF POLICE

**INTERNAL AFFAIRS DIVISION  
RECORDS SECTION**

04-NOV-2003

**TO: COMMANDING OFFICER UNIT 121**  
**FROM: RECORDS SECTION**  
**INTERNAL AFFAIRS DIVISION**  
**SUBJECT: PREVIOUS SUSTAINED DISCIPLINARY HISTORY OF:**

ADKINS	NOELE	EMP# 304324	004
NAME (LAST, FIRST M.I.)		STAR	UNIT
F	BLK		
SEX	RACE	S.S.N.	

**REFERENCE: COMPLAINT REGISTER NUMBER 287768**

**THE PREVIOUS SUSTAINED DISCIPLINARY HISTORY OF THE SUBJECT ACCUSED HAS BEEN REQUESTED IN YOUR NAME BY:**

SGT	OZOG	2089		121
RANK	NAME	STAR	S.S.N.	UNIT

**RELATIVE TO A SUSTAINED FINDING IN THE INVESTIGATION OF THE ABOVE REFERENCED COMPLAINT REGISTER NUMBER.**

**THE RECORDS SECTION, INTERNAL AFFAIRS DIVISION, DISCLOSES THE FOLLOWING DISCIPLINARY ACTION ADMINISTERED TO THE SUBJECT ACCUSED FOR THE PAST FIVE (5) YEARS.**

**VERIFIED/PREPARED BY:**

PCO II WATSON

SEE ATTACHED

**FOR: COMMANDING OFFICER**  
**RECORDS SECTION**  
**INTERNAL AFFAIRS DIVISION**

Ex. A

C. R. 287768

ATTACHMENT # 27

# CHICAGO POLICE DEPARTMENT Sustained Complaints History Report

<u>Social Sec. #</u>	<u>Name</u>	<u>Star #</u>	<u>Emp. #</u>	<u>Rank</u>	<u>Description</u>	<u>Unit</u>
[REDACTED]	ADKINS NOELE K.		304323	0438	TIMEKEEPER CPD	004
<u>Sex</u>	<u>Race</u>	<u>Birth Date</u>	<u>Appointed Date</u>	<u>No. Of CR's</u>	<u>No. Of SPAR's</u>	
F	BLACK	21-DEC-1967	28-JUN-1994	1	1	

<u>Case #</u>	<u>Incident Date</u>	<u>Suspension Dates</u>	<u>Disciplinary Action Taken</u>	<u>Final Category</u>	<u>Less Serious Transgression</u>
C 255444	29-JUL-1999	14-MAY-2001	7 DAY SUSPENSION	10W-VEHICLE LICENSING - CITY	
<u>Civil Suit #</u>		20-MAY-2001	<u>Police Board #</u>		
			7 DAY SUSPENSION	10W-VEHICLE LICENSING - CITY	
			<u>Police Board #</u>		

Comments SUSTAINED/007

<u>Case #</u>	<u>Incident Date</u>	<u>Suspension Dates</u>	<u>Disciplinary Action Taken</u>	<u>Final Category</u>	<u>Less Serious Transgression</u>
S031884	02-JUN-2003		REPRIMAND		016-FAILURE TO PERFORM ASSIGNED TASKS
<u>Civil Suit #</u>			<u>Police Board #</u>		

Comments FAILED TO COMPLETE TIMEKEEPERS REPORT

C.R. 287768  
ATTACHMENT # 28

ISSUED FOR USE IN CR#

ONLY



CR # 287768

PI00 \* \* AWARDS AND COMMENDATIONS \* \* FUNCTION:

SSN	EMP #	NAME	ADKINS	NOELE	K	TITLE	0438	TOTAL
			MONTH	AND	YEAR	RECEIVED		
		JR CHAMBER OF COMMERCE	/	/	/	/	/	0
		RICHARD J DALEY AWARD	/	/	/	/	/	0
		POLICE MEDAL	/	/	/	/	/	0
		SUPT AWARD VALOR	/	/	/	/	/	0
		SUPT AWARD MERIT	/	/	/	/	/	0
		POLICE BLUE STAR	/	/	/	/	/	0
		OFFICER OF THE MONTH	/	/	/	/	/	0
		UNIT MERITORIOUS PERFORMANCE	/	/	/	/	/	0
		LAMBERT TREE	/	/	/	/	/	0
		CARTER HARRISON	/	/	/	/	/	0
		WGN AWARD	/	/	/	/	/	0
		HONORED POLICE STAR	/	/	/	/	/	0
		LIFE SAVING AWARD	/	/	/	/	/	0
		HUNDRED CLUB MEDAL OF VALOR	/	/	/	/	/	0
		FITNESS AWARD	/	/	/	/	/	0
		APPEARANCE AWARD	/	/	/	/	/	0

C. R. 287768  
ATTACHMENT # 25

PI12

\* \* \* AWARDS AND COMMENDATIONS \* \* \*

FUNCTION:

SSN [REDACTED] EMP # 304323 NAME ADKINS NOELE K TITLE 0438  
MONTH AND YEAR RECEIVED TOTAL  
SPECIAL COMMENDATION / / / / 0  
PARTNERSHIP AWARD / / / / 0  
SPECIAL SERVICE AWARD / / / / 0  
PROBLEM SOLVING AWARD / / / / 0  
BLUE SHIELD AWARD / / / / 0  
JOINT OPERATIONS AWARD / / / / 0  
DEPT COMMENDATION 000 AWARDS NUMBER 1 2 3  
4 5 6 7 8 9 10  
HONORABLE MENTION 00000 COMPLIMENTARY LETTERS 000  
OTHER AWARDS

C. R. 287768  
ATTACHMENT # 26