

BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO

IN THE MATTER OF CHARGES FILED AGAINST)
CROSSING GUARD DORETHA PHARR, EMPLOYEE#) No. 04-2560
535476, DEPARTMENT OF POLICE, CITY OF CHICAGO) CR#283038
)

FINDINGS & DECISION

On August 26, 2004, the Superintendent of Police filed charges with the Police Board of the City of Chicago against Crossing Guard Doretha Pharr, Employee#535476, (hereinafter sometimes referred to as "Respondent") seeking the termination of Respondent for violating 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/or goals and/or brings discredit upon the Department.

The Police Board of the City of Chicago caused a hearing on these charges against Crossing Guard Doretha Pharr to be had before Michael G. Berland, Hearing Officer of the Police Board of the City of Chicago on November 23, 2004 and December 8, 2004.

Following the hearing, the members of the Police Board read and reviewed the certified transcription of the proceedings of the hearing. Michael G. Berland, Hearing Officer, made an oral report and conferred with the Police Board before it rendered a decision.

The Police Board of the City of Chicago, as a result of its investigation of the charges, finds and determines that:

1. The Respondent was at all times a Crossing Guard 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 of the charges was to be held, together with a copy of the original charges, was served upon the Respondent more than five (5) days prior to the hearing on the charges.

3. The hearing was conducted before Michael G. Berland, Hearing Officer of the Police Board of the City of Chicago, on November 23, 2004 and December 8, 2004.

4. Throughout the hearing the Respondent did appear in person and was represented by a union representative of her choice.

5. Respondent Crossing Guard Doretha Pharr, Employee#535476,, charged herein, contrary to the Rules and Regulations, is guilty of violating, to wit:

Rule 1: Violation of any law or ordinance.

A. On or about August 6, 2002, Crossing Guard Doretha Pharr committed the offense of theft of lost or mislaid property as she had obtained control over a cell phone and/or wallet, which was lost or mislaid, containing, among other things, one hundred dollars (\$100), belonging to Anita Brown and failed to restore said property to Anita Brown when Anita Brown identified herself as the owner of said property, thereby violating the Illinois

Compiled Statutes, Chapter 720, Section 5/16-2.

6. Respondent Crossing Guard Doretha Pharr, Employee#535476,, charged herein, contrary to the Rules and Regulations, is guilty of violating, to wit:

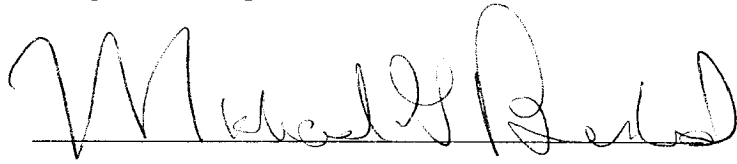
Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and/or goals and/or brings discredit upon the Department.

A. On or about August 6, 2002, Crossing Guard Doretha Pharr committed the offense of theft of lost or mislaid property as she had obtained control over a cell phone and/or wallet, which was lost or mislaid, containing, among other things, one hundred dollars (\$100), belonging to Anita Brown and failed to restore said property to Anita Brown when Anita Brown identified herself as the owner of said property, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

7. Superintendent's Exhibit 5 is admitted into evidence over the objection of the Respondent.

By reason of the fact that Crossing Guard Doretha Pharr, Employee#535476, is guilty of violating Rules 1 and 2, cause exists for the termination of Respondent Crossing Guard Doretha Pharr from her position with the Department of Police and from the services of the City of Chicago.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Michael G. Berland", written over a horizontal line.

Michael G. Berland, Hearing Officer

D E C I S I O N

The members of the Police Board, having read and reviewed the certified copy of the transcription of the hearing, having received the oral report of the Hearing Officer, Michael G. Berland, and having 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, Crossing Guard Doretha Pharr, Employee #535476, as a result of having been found guilty of the charges in Police Board Case No. 04-2560, is hereby separated and discharged from her position as a Crossing Guard, and from the services of the City of Chicago.

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS
1st DAY OF MARCH, 2005.

Patricia C. Bobb

Walter Morgan

Scott Davis

[Signature]

Res. Johnny L. Miller

Max A. Cannon

Executive Director
Police Board

D I S S E N T

The following members of the Police Board hereby dissent from the decision of the majority of the Board in Police Board Case No. 04-2560.

~~_____~~
~~_____~~
~~_____~~
~~_____~~

RECEIVED A COPY OF THIS COMMUNICATION

THIS _____ DAY OF _____, 2005

SUPERINTENDENT OF POLICE

Chicago Police Department
Personnel Division

10/04/2002

COMPLIMENTARY HISTORY

Name	Title	SSN	Star	Unit	Detail Unit
PHARR DORETHA		9111	02366	007	

HONORABLE MENTIONS

0

COMPLIMENTARY LETTERS

0

DEPT. COMMENDATIONS

AWARD NUMBER:

0

1

2

3

4

5

6

7

8

9

10

OTHER AWARDS:

0

SPECIAL AWARDS:

Jr. Chamber of Comm	0	Unit Meritorious	0	Fitness Award	0
Rich. J Daley Award	0	Lambert Tree	0	Appearance Award	0
Police Medal	0	Carter Harrison	0	Special Commendation	0
Awd of Valor	0	WGN Award	0	Partnership Award	0
Supt. Awd of Merit	0	Honored Police Star	0	Special Serv. Award	0
Police Blue Star	0	Life Saving Awd	0	Problem Solving Awd	0
Officer of The Month	0	Hnd Cld Med. of Val	0	Blue Shield Awd	0

Complimentary History Requested By:

NAME FORGUE RONALD 9174 STAR: 03255 UNIT: 121

Completed by:

CR #: 283038

Jermeka Gipson
Personnel Division
Records Section -2089-2092
Fax 0-342 or Bell 5-5390

Hearing Officer Ex. 1

Ex A

CR # 283038
ATTACHMENT 14

INTERNAL AFFAIRS DIVISION
RECORDS SECTION

4 October 2002

TO: COMMANDING OFFICER UNIT 121

FROM: RECORDS SECTION
INTERNAL AFFAIRS DIVISION

SUBJECT: PREVIOUS DISCIPLINARY RECORD OF:

PHARR DONETHA 2366 007
NAME (LAST, FIRST M.I.) STAR UNIT

F B
SEX RACE S.S.N.

REFERENCE: COMPLAINT REGISTER NUMBER(S) 283 038

THE PREVIOUS DISCIPLINARY RECORD OF THE SUBJECT ACCUSED HAS BEEN REQUESTED IN YOUR NAME BY:

P.A. R. FORGUE 3255 121-G
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(S) ADMINISTERED TO THE SUBJECT ACCUSED FOR THE PAST FIVE (5) YEARS.

VERIFIED/PREPARED BY:

P.O. S. SASSO
FOR: COMMANDING OFFICER
RECORDS SECTION
INTERNAL AFFAIRS DIVISION

NONE

Ex. A

CR # 283038
191

ISSUED FOR USE IN CR # 283038 ONLY