

BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO

IN THE MATTER OF CHARGES FILED AGAINST )  
CROSSING GUARD LINDA NORWOOD, ) No. 09 PB 2703  
EMPLOYEE No. 18193, DEPARTMENT OF POLICE, )  
CITY OF CHICAGO, )  
RESPONDENT ) (CR No.1002616)

FINDINGS

On January 27, 2009, the Superintendent of Police filed with the Police Board of the City of Chicago charges against Crossing Guard Linda Norwood, Employee No. 18193 (hereinafter sometimes referred to as "Respondent"), recommending that the Respondent be discharged from the Chicago Police Department for violating the following Rules of Conduct:

- 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 8: Disrespect to or maltreatment of any person, while on or off duty.

The Police Board caused a hearing on these charges against Crossing Guard Linda Norwood to be had before Michael G. Berland, Hearing Officer of the Police Board, on August 12 and September 15, 2009.

Following the hearing, the members of the Police Board read and reviewed the record of proceedings and viewed the video-recording of the testimony of the witnesses. Michael G.

Berland, Hearing Officer, made an oral report to and conferred with the Police Board before it rendered a decision.

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

1. The Respondent was at all times mentioned herein employed as a crossing guard 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, were served upon the Respondent more than five (5) days prior to the hearing on the charges.

3. The Respondent appeared throughout the hearing, except for closing arguments on September 15, 2009, and was represented by a union representative.

4. The Respondent, Crossing Guard Linda Norwood, Employee No. 18193, charged herein, is **guilty** of violating, to wit:

Rule 1: Violation of any law or ordinance,  
in that:

Count I: On or about January 10, 2007, at or about 4011 West Jackson Boulevard, Chicago, she willfully allowed her minor son, Darian Norwood, to live in filthy and deplorable conditions that endangered his life and/or health—to wit, conditions including a residence filled with urine-soaked mattresses and piles of clothing, and/or a refrigerator with no edible food and mold inside—in violation of Chapter 720 ILCS 5/12-21.6(a).

Count II: On or about January 10, 2007, at or about 4011 West Jackson Boulevard, Chicago, she willfully

allowed her minor son, Timothy Norwood, to live in filthy and deplorable conditions that endangered his life and/or health—to wit, conditions including a residence filled with urine-soaked mattresses and piles of clothing, and/or a refrigerator with no edible food and mold inside—in violation of Chapter 720 ILCS 5/12-21.6(a).

5. The Respondent, Crossing Guard Linda Norwood, Employee No. 18193, 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:

Count I: On or about January 10, 2007, at or about 4011 West Jackson Boulevard, Chicago, she willfully allowed her minor son, Darian Norwood, to live in filthy and deplorable conditions that endangered his life and/or health—to wit, conditions including a residence filled with the odor of urine and/or feces, and/or mattresses soaked with urine, and/or rodent infestation, and/or a moldy refrigerator with no edible food inside—thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

Count II: On or about January 10, 2007, at or about 4011 West Jackson Boulevard, Chicago, she willfully allowed her minor son, Timothy Norwood, to live in filthy and deplorable conditions that endangered his life and/or health—to wit, conditions including a residence filled with the odor of urine and/or feces, and/or mattresses soaked with urine, and/or rodent infestation, and/or a moldy refrigerator with no edible food inside—thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

Count III: On or about January 10, 2007, in the Circuit Court of Cook County, Chicago, she was charged criminally with two counts of endangering the life or health of a child, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

Count IV: On or about August 9, 2007, in the Circuit Court of Cook County, Chicago, she pled guilty to and was found guilty of endangering the life or health of a child, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department

6. The Respondent, Crossing Guard Linda Norwood, Employee No. 18193, charged herein, is **guilty** of violating, to wit:

Rule 8: Disrespect to or maltreatment of any person, while on or off duty,

in that:

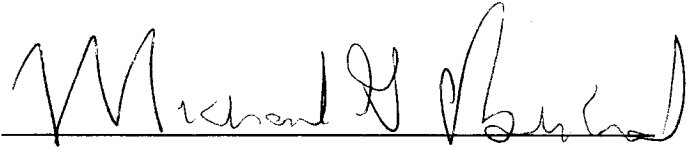
Count I: On or about January 10, 2007, at or about 4011 West Jackson Boulevard, Chicago, she willfully allowed her minor son, Darian Norwood, to live in filthy and deplorable conditions that endangered his life and/or health—to wit, conditions including a residence filled with the odor of urine and/or feces, and/or mattresses soaked with urine, and/or rodent infestation, and/or a moldy refrigerator with no edible food inside.

Count II: On or about January 10, 2007, at or about 4011 West Jackson Boulevard, Chicago, she willfully allowed her minor son, Timothy Norwood, to live in filthy and deplorable conditions that endangered his life and/or health—to wit, conditions including a residence filled with the odor of urine and/or feces, and/or mattresses soaked with urine, and/or rodent infestation, and/or a moldy refrigerator with no edible food inside.

By reason of the findings of fact and guilt set forth herein, cause exists for the discharge of the Respondent, Crossing Guard Linda Norwood, Employee No. 18193, from her position as a crossing guard with the Department of Police, and from the services of the City of Chicago.

Police Board Case No. 09 PB 2703  
Crossing Guard Linda Norwood  
Page 5

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Michael G. Berland". The signature is written in a cursive, flowing style with a horizontal line underneath it.

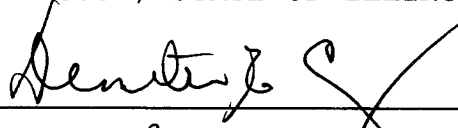
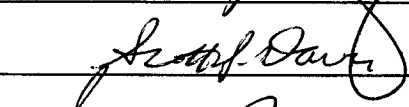
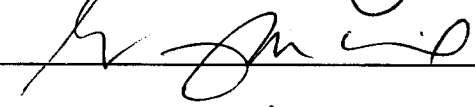
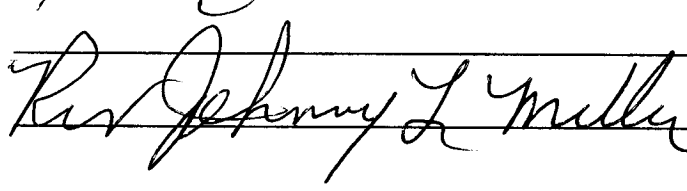
MICHAEL G. BERLAND  
Hearing Officer

**DECISION**

The Police Board of the City of Chicago, having read and reviewed the record of proceedings in this case, having viewed the video-recording of the testimony of the witnesses, 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 adopts 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 histories, copies of which are attached hereto as Exhibit A; and

**IT IS HEREBY ORDERED** that the Respondent, Crossing Guard Linda Norwood, Employee No. 18193, as a result of having been found **guilty** of charges in Police Board Case No. 09 PB 2703, be and hereby is **discharged** from her position as a crossing guard with the Department of Police, and from the services of the City of Chicago.

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS  
19<sup>th</sup> DAY OF NOVEMBER, 2009.

Attested by:



Executive Director  
Police Board

Police Board Case No. 09 PB 2703  
Crossing Guard Linda Norwood  
Page 6A

**DECISION**

The Police Board of the City of Chicago, having read and reviewed the record of proceedings in this case, having viewed the video-recording of the testimony of the witnesses, 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 adopts 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 histories, copies of which are attached hereto as Exhibit A; and

**IT IS HEREBY ORDERED** that the Respondent, Crossing Guard Linda Norwood, Employee No. 18193, as a result of having been found **guilty** of charges in Police Board Case No. 09 PB 2703, be and hereby is **discharged** from her position as a crossing guard with the Department of Police, and from the services of the City of Chicago.

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS  
19<sup>th</sup> DAY OF NOVEMBER, 2009.

*[Handwritten signatures and initials over horizontal lines]*

Attested by:

*[Handwritten signature: Max A. Caproni]*

Executive Director  
Police Board

**DISSENT**

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

The undersigned voted to order a penalty of less than discharge.

*Patricia C. Ball*  
*Vute Senzay*

RECEIVED A COPY OF

THE FOREGOING COMMUNICATION

THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2009.

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

Police Board Case No. 09 PB 2703  
Crossing Guard Linda Norwood  
Page 7A

DISSENT

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

The undersigned voted to order a penalty of less than  
discharge.

*Patricia C. Boll*  
*Vito Amato*  
*Anthony Smith*

RECEIVED A COPY OF

THE FOREGOING COMMUNICATION

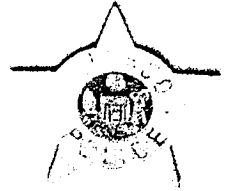
THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2009.

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

Report Date: 06 Feb 2008  
Report Time: 2201 Hrs

# Chicago Police Department

## Personnel Division



Information Services Division  
Data Warehouse  
Produced by: PC02620

### Complimentary History

Name	Title	Star	Unit	Detail Unit	Emp Number
NORWOOD, LINDA F	9111		011		18193

Achievements

Total No.

CR# 1002616



INTERNAL AFFAIRS DIVISION

08 FEBRUARY 2008

RECORDS SECTION

TO: COMMANDING OFFICER OF UNIT 121

FROM: RECORDS SECTION  
INTERNAL AFFAIRS DIVISION

SUBJECT: PREVIOUS DISCIPLINARY RECORD OF:

Linda Norwood Civ. 011  
NAME (LAST, FIRST, M.I.) STAR UNIT  
F Blk 18193  
SEX RACE EMP#

REFERENCE: COMPLAINT REGISTER NUMBER (S) 100 2616

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

SGT. Maraffino 2563 32817 121  
RANK NAME STAR EMP# UNIT

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

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

Joint Ex 1.

VERIFIED/PREPARED BY:

FOR: S.D.E.O. Patricia JOHNSON  
COMMANDING OFFICER  
RECORDS SECTION  
INTERNAL AFFAIRS DIVISION

No CR History  
No SPAR History

FILE 1002616  
SEARCHED 28  
SERIAL 1