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CHARGES

Detention Aide Charles A. Sparks, is charged with violating the following rule contained in Article V of the Rules and Regulations of the Chicago Police Department, which was in full force and effect on the date of the alleged violations:

Rule 11: Incompetency or inefficiency in the performance of duty.

SPECIFICATIONS

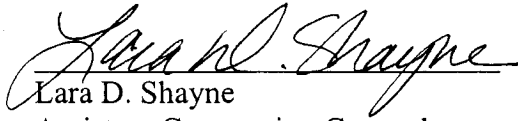
Detention Aide Charles A. Sparks, is charged with violating Rule 11, "incompetency or inefficiency in the performance of duty," in one or more of the following instances:

- Count I: That between July 1994 and June 1998, on numerous occasions, Charles A. Sparks has been inattentive to his duty, including but not limited to, in that prisoners whom he fingerprinted had to be reprinted by members of the next watch because the fingerprints Sparks had taken could not be read by the Identification Section, thereby exhibiting incompetency or inefficiency in the performance of duty.
- Count II: That between July 1994 and June 1998, on one or more occasions, Charles A. Sparks was found sleeping while on duty, thereby exhibiting incompetency or inefficiency in the performance of duty.
- Count III: That between July 1994 and June 1998, on numerous occasions, Charles A. Sparks' pattern of tardiness and absences has caused other members of the Department to assume his duties to assure they are completed, thereby exhibiting incompetency or inefficiency in the performance of duty.
- Count IV: That between July 1994 and June 1998, on numerous occasions, Charles A. Sparks failed to wear the proper uniform, thereby exhibiting incompetency or inefficiency in the performance of duty.
- Count V: That between July 1994 and June 1998, on numerous occasions, Charles A. Sparks has exhibited marginal work performance creating problems with the operation of the district lock-up facility, thereby exhibiting incompetency or inefficiency in the performance of duty.
- Count VI: That between July 1994 and June 1998, on numerous occasions, Charles A. Sparks has taken longer lunch breaks than allowed, thereby exhibiting incompetency or inefficiency in the performance of duty.

Based on the foregoing charges and specifications, the Superintendent recommends that Detention Aide Charles A. Sparks, be discharged from the Chicago Police Department.

TERRY HILLARD
Superintendent of Police

APPROVED AS TO FORM



Lara D. Shayne
Assistant Corporation Counsel
Labor Division