

Independent  
Monitoring Period  
No. **11**

# Chicago Police Department Reform Progress Update



SEMIANNUAL JULY – DECEMBER 2024







# Message from the Superintendent



Dear Residents of Chicago,

I am proud to present this latest report detailing the Chicago Police Department's (CPD) continued progress in advancing reforms and strengthening our commitment to accountability, transparency, and community engagement. Over the past six months, we have made significant strides in aligning our policies and practices with the expectations set forth by the consent decree, and I want to take this opportunity to acknowledge the hard work and dedication of our department members and community partners who have made this progress possible.

At the heart of our reform efforts is a steadfast commitment to building trust with the communities we serve as we continue to develop our officers. Through enhanced training programs, strengthened community partnerships, and the refinement of critical policies, we are ensuring that every member of the department is equipped with the tools and knowledge necessary to provide constitutional and effective policing. This includes our efforts to bolster community engagement, enhance training and policies on protected First

Amendment activities, crisis intervention and use of force. We are also prioritizing the wellness of our officers, who give so much of themselves to protect the people of Chicago. All of the progress we have made plays a vital role in shaping a more responsive and community-focused police department.

A key highlight of our progress has been the strengthened collaboration between CPD and the Independent Monitoring Team (IMT), a relationship that continues to foster meaningful dialogue and data-driven

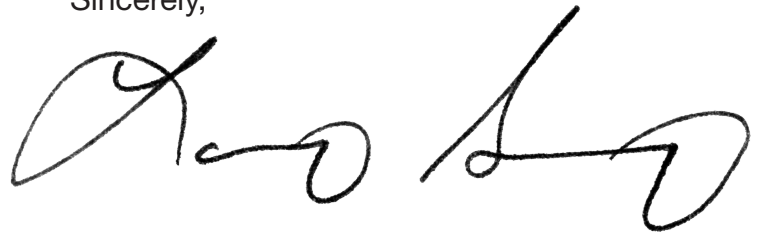


accountability. By increasing transparency and working closely with community stakeholders, we are continuing to move toward meaningful, lasting cultural change within the department.

While we recognize the progress made, we also acknowledge that there is much work still to be done. The path to reform is not a simple one, but our commitment remains unwavering. We will continue to seek opportunities for improvement, embrace constructive feedback, and remain accountable to the people of Chicago.

I extend my sincere gratitude to our officers, non-sworn staff, community members, and oversight partners who have contributed to these efforts. Your voices, dedication, and engagement are instrumental in shaping a safer, fairer, and more just Chicago.

Sincerely,

A handwritten signature in black ink, consisting of a large, stylized 'L' followed by a series of loops and a final flourish.

Larry Snelling  
Superintendent of Police  
Chicago Police Department



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# Executive Summary



## Introduction and Overview

Over the last six months, the Chicago Police Department (CPD) has made significant strides in advancing its progress on reform and accountability under the consent decree. Superintendent Snelling's leadership, which began in September 2023, has been instrumental in fostering a more collaborative and transparent relationship with the Independent Monitoring Team (IMT), the Office of the Attorney General (OAG), involved community organizations, and the public on issues of policing in general, and more specifically to this report progress on the Consent Decree. Through these partnerships, CPD has been able to refine its practices and deliver tangible progress, including demonstrating a successful and professional presence at the Democratic National Convention (DNC) and enhancing community trust through meaningful engagement initiatives. Together, these efforts represent an increased focus on addressing previous concerns while laying the groundwork for ongoing improvements in compliance and reform.

Through this reporting period, CPD has implemented key initiatives to strengthen its relationship with Chicago's diverse communities, enhance officer accountability, and improve operational effectiveness. These efforts include launching a racial equity action plan, upgrading use of force reporting policies and equipment, expanding training in community policing and supervision, and advancing support systems for officer wellness. Through integrating public input into its reforms and increasing transparency in its progress, CPD is committed to ensuring that the voices of those it serves remain central to shaping a safer Chicago for everyone. Looking ahead, CPD is poised to continue to advance its compliance efforts through continued innovation, engagement, thoughtful planning and strategic policy and training updates.

While progress has been made, CPD recognizes that fully embedding reform across all levels of the department will require sustained commitment. The road to compliance is not simply about meeting benchmarks but about fostering a long-term shift in culture, transparency, and accountability. Superintendent Snelling's leadership, coupled with CPD's structured approach to reform, positions the department for continued success in building a more accountable and community-focused police force. This report details the progress toward these goals and objectives, with some highlights of the recent past and preview of the further initiatives.

# Superintendent Snelling's Leadership in Advancing CPD Reforms

Superintendent Snelling has played a pivotal role in progressing CPD's reform efforts. Under his leadership, CPD strengthened its collaboration with the IMT, shifting from compliance-focused engagement to a proactive partnership to achieve the goals and objectives of the Consent Decree. Snelling's commitment to transparency and accountability led to improved data sharing, structured reporting, and a culture of openness within the department. These efforts have not only facilitated compliance but have laid the groundwork for lasting change by ensuring reforms are deeply embedded in CPD's operational structure and culture.

Key developments under Superintendent Snelling's leadership include:

- Increased accountability mechanisms, ensuring timely interventions and adjustments to strategies.
- A long-term cultural shift towards collaboration, transparency, openness to change and innovation and respectfulness to the public and within CPD.
- Strengthened strategic planning with a focus on officer training, accountability systems, officer wellness and public engagement.

## CPD's Performance at the Democratic National Convention

The 2024 Democratic National Convention (DNC) served as a crucial test for CPD's evolving policies, training and operational practice and procedures. As a result of these changes in CPD and extensive preparation and specialized training efforts, CPD effectively managed large-scale demonstrations while maintaining public order and protecting First Amendment rights. Success factors included:

- **Strategic Coordination with IMT and OAG:**
  - o CPD engaged in ongoing collaboration with the IMT and the Office of the Attorney General (OAG) to ensure compliance with best practices in protest management.
- **Monthly and on-site meetings helped refine strategic responses, leading to effective coordination during the DNC.**





- **Discussion public engagement in advance and during DNC**
- **Extensive Officer Training:**
  - o 96.5% of CPD officers completed Field Force Operations Public Order Public Safety training, ensuring a consistent approach to managing public demonstrations.
  - o Officers received targeted training on de-escalation techniques, response to resistance, and lawful crowd control measures.
- **Measured Use of Force:**
  - o CPD reported zero instances of excessive force or unauthorized OC spray use during the event.
  - o Officers adhered to the updated policies ensuring force was applied only when objectively reasonable, necessary, and proportional.

These efforts resulted in a well-managed event that upheld both public safety and constitutional rights, demonstrating the positive outcomes of CPD's commitment to reform and collaboration.

## Seeking Community Feedback in Policy and Training Development

CPD recognizes that effective reform cannot be achieved without meaningful input from the community. To improve public trust and ensure policies and training reflect the needs of Chicago's diverse communities, CPD has prioritized the incorporation of community feedback in its decision-making processes. Key efforts include:

- **Public Policy Review Process:**
  - o CPD has established a system for soliciting public feedback on new and revised policies via its website, allowing community members to contribute insights before policies are finalized.
  - o Community roundtable discussions have been introduced to provide direct input on policies related to use of force, crisis intervention, and community policing.





- **Training Collaboration with Community Stakeholders:**
  - o CPD has worked with advocacy groups and community organizations to co-develop training programs that address topics such as cultural competency, de-escalation, and procedural justice.
  - o The Office of Equity and Engagement (OEE) has partnered with local leaders to ensure that officer training incorporates real-world scenarios reflective of community concerns.
- **Feedback Integration and Continuous Improvement:**
  - o CPD has implemented formal mechanisms to evaluate community feedback and integrate it into ongoing policy revisions and training updates.
  - o Community forums and listening sessions are scheduled regularly to assess the effectiveness of implemented policies and provide avenues for further refinement.
- **Measured Use of Force:**
  - o CPD reported zero instances of excessive force or unauthorized OC spray use during the event.
  - o Officers adhered to the updated policies ensuring force was applied only when objectively reasonable, necessary, and proportional.

By prioritizing these initiatives, CPD aims to create a policing model that is more responsive, transparent, and aligned with the needs of the communities it serves.

## Expanding Community Engagement Initiatives

CPD has made substantial strides in fostering meaningful community relationships through multiple engagement initiatives. These efforts ensure that community input plays a central role in shaping public safety strategies. Some key community engagement initiatives include:

1. **Community Partnerships and District Advisory Councils (DACs)**
  - o CPD created a tracking template for community partnerships, helping districts identify and assess relationships with local organizations.
  - o DAC and Beat meetings were standardized with new templates, improving documentation and follow-up actions.

## **2. Office of Equity and Engagement (OEE)**

- o Established to embed equity-driven policies within CPD, ensuring fair and impartial policing.
- o OEE collaborates with community stakeholders to integrate feedback into CPD's policy development and training.

## **3. Youth Engagement Initiatives**

- o Strengthened Youth District Advisory Councils (YDACs) with active youth participation across 22 districts.
- o Launched the “Finish Strong” program in collaboration with Chicago Public Schools, positively impacting over 1,400 students.
- o Expanded the Empower Youth Action Council, which fosters police-student relationships and now includes 270 participants.

These initiatives demonstrate CPD's commitment to community-driven reform, fostering greater trust between the police and the public.

# **Upcoming Community Engagement Pilot Program**

In the next six months, CPD will launch a structured Community Engagement Pilot Program to further enhance collaboration in policy and training development. This initiative, outlined in Department Notice D22-08, is designed to ensure that community voices play a direct role in shaping department directives. Key components of this initiative include:

- **Expanded Public Participation:**

- o CPD will open select policies and training programs for public input through digital platforms, community forums, and structured feedback sessions.
- o The Office of Community Policing and the Office of Equity and Engagement will facilitate these engagements, ensuring broad representation from diverse communities.





- **Targeted Engagement on Key Topics:**
  - o Community input will be sought on critical areas such as de-escalation, use of force, crisis intervention, and bias-free policing.
  - o Specialized forums will be held to engage marginalized communities and groups with lived experience relevant to these topics.
- **Enhanced Transparency and Follow-Up:**
  - o CPD will publish summaries of community feedback and outline how public input is incorporated into final policies.
  - o The pilot program will include an assessment phase where feedback mechanisms and engagement strategies will be reviewed for effectiveness and potential expansion.

This initiative reflects CPD's commitment to building a sustainable, community-informed policing framework that evolves with the needs and expectations of the people it serves.

## Overview of Report

Chicago Police Department (CPD) is proud to release this reform progress report, which provides an overview of the advancements the Department has made between July 1, 2024 and December 31, 2024 in transforming the organization and improving policing services for all Chicagoans. The Department is currently operating under a negotiated settlement agreement called a consent decree, which provides a roadmap for comprehensive reform efforts that impact every aspect of the Department's operations.

The consent decree took effect on March 1, 2019. In the first year of the consent decree, CPD made significant strides in achieving the reform goals of the agreement but acknowledged that the pace of reform needed to move faster. The Independent Monitoring Team (IMT) noted this need to accelerate the pace of work in its first and second Independent Monitor Reports (IMR-1 and IMR-2, respectively).

In the third, fourth, fifth, and sixth reporting periods (IMR-3, IMR-4, IMR-5, and IMR-6 respectively), CPD doubled down on its efforts to accelerate compliance. In IMR-6, CPD created its Roadmap to Operational Compliance. This roadmap was developed using a strategic and change management-oriented approach to help organize CPD's reform efforts and serves as a framework for cultural change at CPD. CPD continued to build on that momentum in IMR-7



## Message from the Chicago Police Department regarding the Community Survey on Training Needs Assessment

Every year, the Chicago Police Department (CPD) provides training to CPD officers to ensure they are performing their jobs safely and fairly.

Community feedback is important in identifying training needs for police officers. The CPD would like YOUR input about the areas that you think CPD officers would benefit from training.

In partnership with the University of Chicago Survey Lab, the CPD is conducting a survey to learn what people think police training should focus on.

To take this voluntary and confidential survey, you can use the below QR code on a smart phone or type the URL below into any device with internet access.

The survey takes just 5 minutes to complete.

Please add your voice to help CPD identify training priorities and goals.



[https://uchicago.co1.qualtrics.com/  
jfe/form/SV\\_d5sfZsBRsmrosdg?  
Source=C](https://uchicago.co1.qualtrics.com/jfe/form/SV_d5sfZsBRsmrosdg?Source=C)

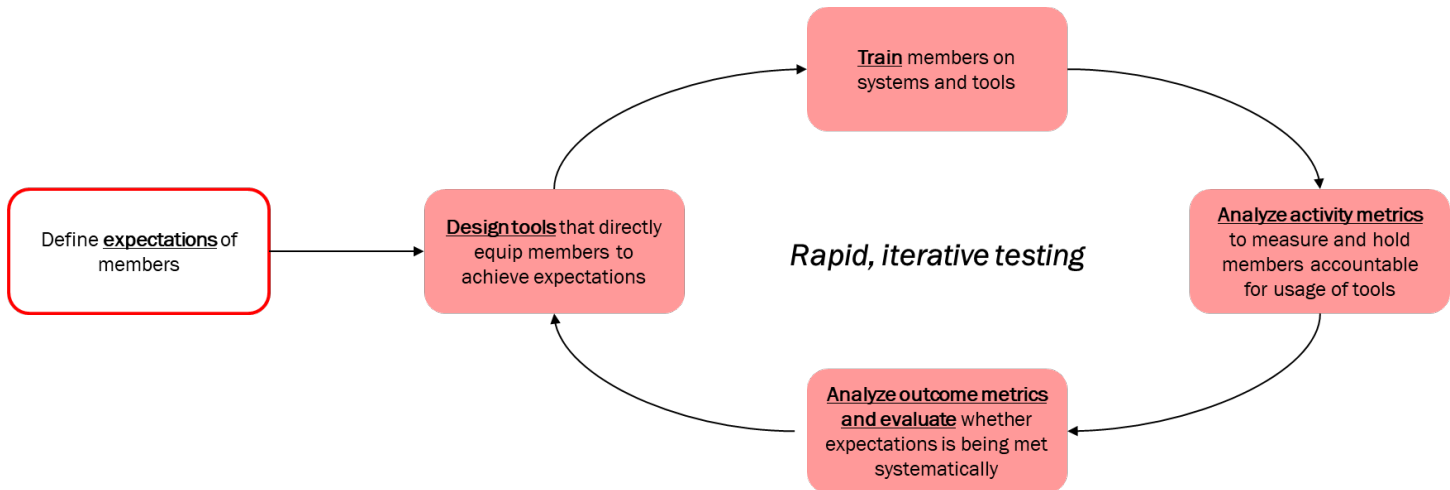


and through IMR-11, resulting in more than 95% of sworn Department members completing the 40-hour in-service training program. The Department also revised or drafted new policies related to key reform topics, including community partnerships, prohibition of sexual misconduct, body-worn cameras, and search warrants. Finally, the Department's Tactical Review and Evaluation Division's (formerly called the Force Review Division) continued its reviews of use of force incidents, firearm pointing incidents, foot pursuits, and investigatory stops. This IMR-10 status report contains updates across a multitude of projects the Department has undertaken to advance its transformation efforts. CPD's approach to change, as directed by the consent decree, is focused largely on a cycle of continuous improvement, as depicted in Figure 1 below. In this reporting period, CPD continued to make substantial progress on each step in the cycle. The IMR-11 Consent Decree accomplishments include advancements in community policing through partnership training, initiatives for impartial policing such as a racial equity action plan and enhanced language services, updates in use of force policies and equipment, supervision improvements via new surveys and pilot programs, and developments in officer wellness and accountability measures including enhanced training and data management systems.





Figure 1: The Chicago Police Department's Reform Cycle



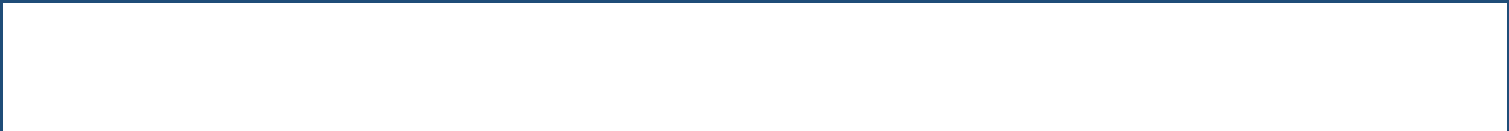
## IMR-11 Progress and Key Highlights

This Progress and Highlights Summary from IMR-11 outlines the Chicago Police Department's (CPD) ongoing efforts and achievements under the federal consent decree. It captures key milestones, policy updates, and training initiatives across critical areas like community policing, crisis intervention, use of force, and officer wellness. As we work toward building greater accountability, transparency, and trust, this report reflects the department's strides toward meaningful reform and its commitment to serving Chicago's diverse communities with fairness and integrity.

Section	Highlights by Section
<b>Community Policing</b>	<ul style="list-style-type: none"> <li>• Youth Intervention Pathways Pilot: Expanded citywide for juveniles (ages 10–17), offering post-arrest diversions and connections to support services.</li> <li>• Community Partnerships eLearning: Trained 95% of officers, focusing on identifying and assessing community partnerships.</li> <li>• Beat/DAC Meeting Records: Introduced templates for tracking community concerns and follow-up actions, improving feedback and data collection.</li> <li>• Youth Engagement: Strengthened Youth District Advisory Councils (YDACs) and launched the Empower Youth Action Council, reaching over 270 students in 2025.</li> </ul>
<b>Impartial Policing</b>	<ul style="list-style-type: none"> <li>• Equity Action Plan: Advanced CPD’s mission for fairness and inclusion through policy integration and community collaboration.</li> <li>• Community Engagement in Policy: Delivered updated directive (D22-08) to enhance community involvement in policy development.</li> <li>• Gender-Based Violence Policy: Refined policies with community feedback to address incidents of domestic violence and stalking.</li> <li>• Office of Equity and Engagement (OEE): Established to embed equity across CPD policies, training, and strategies.</li> </ul>
<b>Crisis Intervention</b>	<ul style="list-style-type: none"> <li>• Crisis Intervention Training (CIT): Updated curriculum to align with Illinois standards; emphasized trauma-informed techniques.</li> <li>• Neurobiology of Trauma Training: Integrated into recruit education to improve responses to individuals in crisis.</li> <li>• CIT Coordinator Report: Outlined strategies to expand training and improve crisis intervention response.</li> </ul>







Section	Highlights by Section
<i>Crisis Intervention continued</i>	<ul style="list-style-type: none"><li>• Certified CIT Officers: Updated and prioritized a comprehensive list of officers for mental health-related calls.</li></ul>
<b>Use of Force</b>	<ul style="list-style-type: none"><li>• Firearm Pointing Incident Review: Piloted district-level review to reduce centralized workload.</li><li>• Body Worn Camera (BWC) Policy: Updated for clearer guidelines on activation and deactivation during safety briefings.</li><li>• Training Compliance: Over 97% of officers trained on the new Taser system (T10) and use-of-force protocols.</li></ul>
<b>Training</b>	<ul style="list-style-type: none"><li>• Interactive eLearning: Rolled out modules on community partnerships and procedural justice.</li><li>• Specialized Training: Expanded programs on gender-based violence and crisis intervention.</li></ul>
<b>Supervision</b>	<ul style="list-style-type: none"><li>• Supervisor Training: 95% of sworn and civilian supervisors completed new in-service training curricula.</li><li>• Span of Control Dashboard: Enhanced supervisory accountability through real-time data tracking tools.</li></ul>
<b>Officer Wellness</b>	<ul style="list-style-type: none"><li>• Traumatic Incident Stress Management: Expanded programs supporting officers' mental health.</li><li>• Civilian Wellness Training: Broadened wellness resources beyond sworn members.</li></ul>

Section	Highlights by Section
<i>continued</i>	
<b>Accountability and Transparency</b>	<ul style="list-style-type: none"><li>• Accountability Dashboard: Centralized performance and compliance data for greater transparency.</li><li>• Use of Force Review: Improved reporting and oversight mechanisms for incident evaluations.</li></ul>
<b>Data Collection and Management</b>	<ul style="list-style-type: none"><li>• Enhanced Dashboards: Provided interactive tools for real-time data analysis and decision-making.</li><li>• TRED Year-End Report: Published comprehensive data on use-of-force trends and officer performance.</li></ul>
<b>Investigatory Stops</b>	<ul style="list-style-type: none"><li>• Policy Development: Improved data collection and analysis on stops, searches, and protective pat-downs.</li></ul>





# Introduction

# What is the Consent Decree?

On March 1, 2019, the City of Chicago entered a negotiated settlement with the Illinois Office of the Attorney General (OAG) that requires the City to enact a series of reforms about public safety. This agreement is known as the consent decree. While the consent decree requires efforts from several agencies, most of its requirements impact the Chicago Police Department (CPD, or “the Department”). Other agencies that play a role in consent decree implementation include the Civilian Office of Police Accountability (COPA), the Office of Emergency Management and Communications (OEMC), the Police Board, Chicago Public Schools (CPS), the Department of Human Resource (DHR), Public Safety Administration (PSA), the Office of the Inspector General (OIG), and the Department of Law (DOL).

On June 27, 2023, an agreement reached between the City of Chicago and OAG added 78 paragraphs related to investigatory stops to the consent decree. This now brings the consent decree to 877 total paragraphs. Chicago’s consent decree is one of the most extensive of its kind. By way of comparison, the Los Angeles Police Department’s consent decree contained 187 paragraphs with approximately 24 specific deadlines, and Baltimore Police Department’s consent decree contained 511 paragraphs with approximately 12 specific deadlines.

It is precisely because of the Chicago consent decree’s unprecedented breadth and detail that the City and CPD have welcomed this moment as an opportunity to implement meaningful and durable reforms. The consent decree calls for changes to almost every aspect of CPD’s operations, and is organized into the following sections:

- Community Policing
- Impartial Policing
- Crisis Intervention
- Use of Force
- Recruitment, Hiring and Promotion
- Training
- Supervision
- Officer Wellness and Support
- Accountability and Transparency
- Data Collection, Analysis and Management
- Investigatory Stops (added on June 27, 2023)



Implementation of consent decree requirements is overseen by Federal Judge Rebecca R. Pallmeyer and a court-appointed Independent Monitoring Team (IMT) led by independent monitor Maggie Hickey. The OAG also plays a regular role in the process, which includes reviewing and providing feedback on documentation provided by CPD to demonstrate compliance with specific paragraphs.

The IMT's methodology for assessing the City's compliance with consent decree requirements consists of assessing three "levels of compliance" for each consent decree paragraph. The levels of compliance follow the general methodologies below for most, though not all, paragraphs:

- **Preliminary Compliance:** Has the City developed a policy and/or written procedure that conforms to best practices and, where appropriate, incorporates meaningful community input? Has the policy been reviewed, commented on, and approved by both the IMT and OAG?
- **Secondary Compliance:** Has the City developed and implemented acceptable training strategies for policies and procedures? Has a sufficient percentage of the appropriate personnel been trained?
- **Operational Compliance:** Has the City demonstrated that it is adhering to the policies within day-to-day operations?

## Levels of Compliance

### Preliminary Compliance



*Are sound community-informed policies in place?*

### Secondary Compliance



*Has quality training been put in place to educate officers about the new policies?*

### Operational Compliance



*Have the new policies and training resulted in policing practices at the CPD?*

To demonstrate compliance with consent decree paragraphs, CPD and other City agencies are required to formally provide supporting documentation to the IMT and OAG on an ongoing basis, and the IMT officially reports on consent decree compliance every six months.

## Accelerating CPD's Reform Efforts

In IMR-5, CPD undertook continued efforts to maintain the accelerated pace of consent decree implementation across the Department by integrating CPD's compliance and project management functions under a single unit (Professional Standards and Compliance Division), establishing new procedures to maximize the efficiency of ongoing meetings with the IMT and OAG, and continuing supervisory oversight and accountability for project owners to ensure reform projects were advancing with a sense of urgency. The Department also developed a framework for cultural change called Roadmap to Operational Compliance, which was released publicly in early 2022. In IMR-8, CPD continued to build upon this progress by 1) continuing daily executive-level meetings and weekly cross-functional working meetings to monitor and drive progress on key deliverables, 2) organizing in-person site visits for members of the IMT and OAG, and 3) creating additional materials to further support the implementation of the Department's Roadmap to Operational Compliance.

The reform effort in IMR-11 focused on comprehensive improvements across several key areas within the Department. These include enhancing community policing practices through digital resources and partnership training, promoting impartial policing with initiatives like a racial equity action plan and expanded language services, updating use of force policies and equipment, improving supervision through new surveys and pilot programs, advancing officer wellness programs, and strengthening accountability measures through enhanced training and data management systems. These efforts aim to foster a more transparent, accountable, and community-oriented police force in Chicago.

## Superintendent Snelling's Role in Strengthening CPD's Collaboration with the IMT

Superintendent Snelling's leadership has significantly influenced the Department and its working relationship with the Independent Monitoring Team (IMT), especially as observed in the shift from Independent Monitoring Report (IMR) 9 to IMR11.

## Initial Impact Under IMR-9:

Under the direction of Superintendent Snelling, one of the most noticeable shifts in IMR-9 was a clear move toward a more collaborative and transparent relationship between CPD and the IMT. With Superintendent Snelling's leadership, the Department made strides in acknowledging the importance of the IMT's role and the broader community's expectations of reform. Superintendent Snelling's focus was on fostering better communication, ensuring the department was not just complying with mandates but also working proactively with the IMT on reform initiatives. This openness allowed the Department to more effectively address the concerns raised in earlier reports and improve accountability and transparency.

## Evolution in IMR-11:

By IMR-11 came around, Superintendent Snelling's efforts to build a more positive working relationship with the IMT had yielded visible progress. In IMR-9, while the relationship had begun to stabilize. By IMR-11, a much more advanced and integrated approach had emerged, with CPD demonstrating a deeper commitment to compliance and reform.

One key development was an increased share of data and internal performance metrics with the IMT. This transparency reflected a growing understanding that the department's success was not just about meeting minimal compliance but ensuring that the changes were genuinely effective and measurable. Under Superintendent Snelling, we embraced structured data collection, analysis, and open reporting, which allowed the IMT to assess the department's progress more comprehensively.

Additionally, Superintendent Snelling's leadership saw a deeper integration of community and department feedback into reform processes. By IMR11, there was a more balanced relationship that included feedback from officers, community leaders, and the IMT itself. This built stronger relationships with external stakeholders but also contributed to CPD's internal culture change towards greater accountability and responsibility.

## Implications for Progress and Outcomes:

The evolving relationship between the Department and the IMT under Superintendent Snelling has had several important implications for the Department's progress and outcomes:





- **Improved Compliance and Accountability:** As CPD's relationship with the IMT deepened, there was a noticeable increase in the Department's compliance with consent decree requirements. Snelling's leadership fostered a culture of accountability, which was essential for rebuilding public trust. The open communication between the Department and the IMT allowed for timely interventions and the adjustment of reform strategies, helping to ensure that the Department met its obligations.
- **Increased Trust and Transparency:** The strengthened relationship with the IMT facilitated more transparent interactions with the public and oversight bodies. This led to a greater understanding among the community regarding CPD's reform efforts, which is critical for fostering trust in the police force.
- **Long-Term Cultural Shifts:** Superintendent Snelling's focus on continuous dialogue with the IMT helped the CPD embrace a long-term view of reform. The improved relationship allowed for a shift in mindset from merely meeting legal mandates to embracing a broader vision of community engagement, officer well-being, and cultural transformation within the department.
- **Enhanced Strategic Planning:** With a clearer understanding of the IMT's expectations and feedback, the Department was able to better align its internal strategies with the long-term goals of reform. By IMR-11, the Department had developed more robust frameworks for officer training, accountability systems, and community engagement, all of which contributed to a more sustainable reform process.

Superintendent Snelling's leadership has played a pivotal role in transforming the CPD's relationship with the IMT, especially as seen in the progression from IMR-9 to IMR-11. His emphasis on collaboration, transparency, and accountability has not only improved compliance with the consent decree but also fostered a deeper, more productive partnership with the IMT. This has been instrumental in driving the department's progress toward meaningful reform, reshaping the culture of CPD, and ensuring that the outcomes of these efforts are sustainable in the long term.

## Engaging the Community in CPD's Reform Efforts

CPD remains committed to engaging with the community as it develops and revises Department policies. In addition to the public comments on policies that the Department solicits via its public website, CPD has also undertaken significant efforts to engage in deeper and more authentic dialogue with the community to solicit input as policies are taking shape. To demonstrate this commitment to community engagement, CPD has dedicated civilian members who form a community outreach and input team within the Office of Community Policing (OCP). This team coordinates all deliberative dialogues, community conversations, webinars, and other community input mechanisms moving forward.







In addition, the Department has developed a pilot directive that delineates roles, responsibilities, and processes for community engagement on policy.

Engagement efforts during IMR-11 encompass various initiatives aimed at fostering collaboration and communication with the community. Key components include:

- The Department created a tracking template for community partnerships, enabling each of the 22 districts to identify, categorize, evaluate, and monitor the progress of improvements in their relationships with community organizations. To roll out this system, CPD implemented the Community Partnerships eLearning training, which was completed by at least 95% of CPD staff, resulting in Secondary compliance for the applicable paragraphs.
- Created a tracking template to compile and standardize the collection of records for District Advisory Council (DAC) and Beat meetings. Additionally, CPD developed and delivered training guidelines to implement the new procedures, leading to Secondary compliance with ¶25.
- Recognized officers with awards for their outstanding efforts in applying community policing principles and practices in their fieldwork, including problem-solving and building partnerships. Through the creation and implementation of the new awards system, CPD achieved Full compliance with ¶48.
- The Department has consistently prioritized reductions in crime over the number of arrests as the main indicator of police performance. A key example of this is in the 22 district crime reduction strategies, where the primary performance measure is the number of reported crimes.
- We launched pilot programs to evaluate the effectiveness of newly developed policies and initiatives aimed at youth deflection and deployment. These pilot programs and their assessments are anticipated to continue into the twelfth reporting period.
- The Department continues to finalize its digital resource directory, which will assist officers in connecting residents to necessary services. CPD aims to complete the directory and provide training on its use during the twelfth reporting period.
- We continue working on a community engagement policy and plan, offering greater clarity on how it will share information and gather feedback from community members. We anticipate further implementing and evaluating the engagement plan in upcoming reporting periods.

These efforts collectively aim to improve trust, transparency, and collaboration between the Department and the diverse communities it serves, thereby supporting the overall goals of the reform efforts under IMR-11.



## Revising CPD Policies and Procedures

A key component of reform is instituting new practices that will result in improved policing services across the Department. New practices are introduced through formal policies, which govern the work of the Department as a whole and assign specific responsibilities to specific units within the Department. To begin the reform process, CPD must provide written directives to all Department members that are grounded in best practices and community input, while maintaining consistency with applicable laws, the requirements of the consent decree, and standards of the Commission on Accreditation for Law Enforcement Agencies (CALEA). CPD is currently accredited in CALEA's Advanced Law Enforcement and Training Academy accreditation programs. This dual accreditation ensures CPD is in compliance with over 600 internationally recognized CALEA standards that guide professional excellence and provide best practices related to operations, leadership, and safety procedures. Only 4% of US law enforcement agencies and 5% in Illinois attain accreditation status from CALEA.

In IMR-11, the Department invested a tremendous amount of time and effort into revising a multitude of Department-wide policies.

### *Department-wide Policies*

In IMR-11, CPD's Research & Development Division submitted policies to the IMT spanning each section of the consent decree. Figure below contains a complete list of the policies that were submitted during this reporting period. While many of these policies are currently awaiting review and approval by the IMT/OAG, others were finalized and approved within the IMR-11 reporting period.



Consent Decree Section	List of New or Revised Policies	Paragraphs Related to Policy
Community Policing	<ul style="list-style-type: none"> <li>S06-04-06 Youth Intervention Pathways (YIP) Pilot Program</li> <li>S06-04 Processing Juveniles and Minors Under Department Control</li> </ul>	32, 33, 34, 35, 36
Impartial Policing	<ul style="list-style-type: none"> <li>S02-01-05 Limited English Proficiency Policy</li> <li>D22-08 Community Engagement in Policy Development (in progress)</li> </ul>	64, 65, 67, 68, 69, 70
Crisis Intervention Team	<ul style="list-style-type: none"> <li>S05-14 Crisis Intervention Team (CIT) Program</li> </ul>	87-97, 100-112, 114-117, 120-125, 132-137, and 141
Use of Force	<ul style="list-style-type: none"> <li>S03 – 14 Body Worn Camera (BWC) Policy</li> <li>S03 – 05 In-Car Video Systems</li> <li>S06 - 06 Coordinated Multiple Arrests Policy Suite</li> <li>D19-01 Firearm Pointing Incidents</li> </ul>	236, 237, 238, 239, 240, 241, 217-221, 226, 227, 571, 188-196
Recruitment, Hiring,	<ul style="list-style-type: none"> <li>IAP 07-02 CPD Sworn Member Promotions</li> </ul>	262
Training	<ul style="list-style-type: none"> <li>S11-10-01 Recruit Training (Finalization Packet)</li> <li>E04-05 Return Service Officer (Finalization Packet)</li> </ul>	48, 329
Supervision	NA	
Officer Wellness and Support	<ul style="list-style-type: none"> <li>E06-03 (TISMP)</li> </ul>	407, 410
Accountability and Transparency	<ul style="list-style-type: none"> <li>G03-06 Firearms Discharge and Officer Involved Incident Response</li> </ul>	488 - 491
Data Collection, Analysis and Management	<ul style="list-style-type: none"> <li>D20-04 Pilot</li> </ul>	
Community Policing	<ul style="list-style-type: none"> <li>S06-04-06 Youth Intervention Pathways (YIP) Pilot Program</li> </ul>	32, 33, 34, 35, 36
Investigatory Stops	NA	

# Training Department Members on New Practices

Updating policies and procedures is the foundation for reform. However, this alone is not enough to create transformational change; CPD members must also be trained on these new practices. The Department aims to offer a robust, broad-based, in-service training curriculum that applies to all CPD members, as well as a tailored curriculum to those who serve in specialized roles. The Department strives for its training curriculum to be immersive, interactive, and community informed.

## *Department-Wide Training*

One of the most important provisions of the consent decree is requiring the Department to create a formal in-service training curriculum for all officers. Starting in 2021, the consent decree required the Department to deliver at least 40 hours of in-service training to all members; CPD successfully continues to deliver 40 hours of mandatory training to over 95% of in-service members.

## *Specialized Training*

Various units throughout the Department create and deliver training to members serving in specialized roles. Examples include Basic and Refresher Crisis Intervention Training, initial and refresher training for School Resource Officers, a unique curriculum for individuals serving as Accountability Sergeants and/or BIA investigators, and specific training modules for Force Review Division reviewers. Consistent with the Department's 40-hour in-service training program, these specialized training courses undergo review and approval through CPD subject matter experts, the IMT, and the OAG.

Figure following provides the full list of training courses, by consent decree section, that were newly created and/or formalized with lesson plans and course materials in the IMR-11 period. In total, the Department developed or revised over hours of recruit, hours of in-service, hours of pre-service training curricula relevant to the consent decree, while also creating or revising hours of self-driven eLearning modules relevant to the consent decree.

Figure Below: List of New or Revised Consent Decree-Related Training Curricula in IMR-11 (Includes Unit-Specific and Department-Wide Courses)

**Community Policing**

- 2025 In-Service Supervisor Training
- Community Partnerships eLearning

**Impartial Policing**

- Department Training Directives Policy Suite
- Hate Crimes eLearning
- Taser Training
- Communications in Police Environment eLearning
- De-Escalation Response to Resistance
- Use of Force Training

**Crisis Intervention Team**

- CIT Basic Training
- CIT Refresher
- Neurobiology of Trauma Recruit Training

**Use of Force**

- 2024 Coordinated Multiple Arrests eLearning
- Annual Use of Force Training
- Annual In-Service Supervisors Training
- BWC eLearning
- TRR Supervisory Debriefing Dashboard eLearning - Revised with IDR
- IFAK/MFAK Distribution and Replenishment Application Guide

**Recruitment, Hiring, and Promotions**

- CPD Recruitment Training Curriculum

**Training**

- Constitutional Policing
- Officer Wellness
- 2024 Use of Force Training
- Fair and Impartial Policing
- Annual In-Service Supervisor Training

- FEMA Center for Domestic Preparedness Public Safety Order Safety (POPS) Training

**Supervision**

- 2024 Annual In-Service Supervisor Training Curriculum

**Officer Wellness**

- Civilian Wellness Training Curriculum
- ICIOT Training
- LEMART and Wellness Training

**Accountability**

- BIO Onboard Training – Initiation
- Sworn Affidavits Training
- 2024 BIA Supplemental eLearning
- 2024 BIA Supplemental eLearning
- 2024 DRUCMA 95% Training

**Data and Other**

N/A



## Leveraging Data to Drive Transparency and Continuous Improvement

The use of data is another core pillar of CPD's approach to reform. The Department seeks to utilize real-time data and interactive dashboards as much as possible to drive decision-making and make rapid improvements to the Department's operations. The Strategic Initiatives Division leads efforts to develop these dashboards. Over time, the Department intends to continue to augment and publicly release additional dashboards to provide transparency to the public on the data that inform CPD's decision-making.

CPD has an internal Audit Division, which reviews data, processes, and systems around the Department. These audits are invaluable to reform efforts as they bring an objective lens to these projects, ensuring that reforms are implemented in a sustainable and repeatable manner. Audits often contain specific recommendations that, when implemented, better position the Department for durable and transformative reform.

Finally, individual units also prepare reports that cover specific topics. The consent decree requires several such reports to ensure that the Department is regularly analyzing data to drive continuous improvement.

Figure following lists publicly accessible dashboards and reports that were updated or newly created, by consent decree section, in IMR-11. These are a subset of the many reports, audits, and other analyses that the Department developed during this period in support of consent decree requirements.

Figure Below: List of New or Revised Public Dashboards and Other Reports in IMR-11

**Community Policing**

N/A

**Impartial Policing**

N/A

**Crisis Intervention Team**

N/A

**Use of Force**

- Use of Force Data Dashboard
- TRED Year-End Report

**Training**

N/A

**Supervision**

- Unity of Command / Span of Control Tableau Dashboard

**Officer Wellness**

N/A

**Accountability and Transparency**

- Use of Force Dashboards – Incident Level
- Accountability Dashboard

**Data Collection, Analysis & Management**

- TRED Year End Report
- Use of Force Dashboard

**Investigatory Stops, Protective Pat Downs, and Enforcement of Loitering Ordinances**

N/A

# CPD's Efforts to Accelerate Reform



In IMR-5, CPD continued efforts to maintain the accelerated pace of consent decree implementation across the Department compliance and project management functions under a single unit (Professional Standards and Compliance Division), establishing new procedures to maximize the efficiency of ongoing meetings with the IMT and OAG, and continuing supervisory oversight and accountability for project owners to ensure reform projects were advancing with a sense of urgency. The Department also developed a framework for cultural change called Roadmap to Operational Compliance, which was released publicly in early 2022. In IMR-10, CPD maintained and built upon these initiatives.

## Continuation of Project Accountability Mechanisms

With the volume of work, the Department is undertaking to drive reform, it is imperative to hold various units and cross-functional teams accountable for continued and timely progress on key projects. To support this in this reporting period, the Department convenes regular “Executive Check-ins” for each consent decree topic. Daily, one group of cross-functional stakeholders who work on a particular consent decree area (e.g., use of force) checks in with the Executive Director and Chief of the Office of Constitutional Policing and Reform. Because there were 10 such cross-functional teams at the time, each group conducted an Executive Check-in every other week. This process ensures a regular cadence of briefings for the most senior leaders in the Office of Constitutional Policing and Reform and serves as a natural checkpoint to ensure that progress is continuing across all relevant projects.

Regular meetings of cross-functional teams (CFTs) further bolster ongoing project accountability. The Department formed topic-oriented CFTs in IMR-4 to break down communication siloes between units that needed to collaborate. CFTs are led by high-ranking members of the Department and staffed with representation from R&D, the Training and Support Group, Professional Standards and Compliance Division, and other relevant units to ensure ongoing collaboration across the consent decree’s key topics. These teams continue to meet once per week and serve as an information-sharing and alignment hub for their respective topic areas.



## IMT/OAG Collaboration

- **Monthly Meetings:** CPD members met with the associate monitor for each consent decree section to share early drafts of deliverables, review IMT/OAG comments and feedback on deliverables, and engage in other substantive discussions on reform projects. The Department made considerable efforts in this reporting period to strengthen the quality of these meetings. Specifically, the Reform Management Group (RMG) facilitated the creation of specific presentation materials to support each meeting and worked to forecast upcoming meetings, site visits, and agenda topics as far in advance as possible to provide the IMT and OAG with visibility into future calls.
- **Site Visits:** CPD, the IMT, and the OAG held in-person site visits which involved a series of meetings for specific associate monitors to provide them additional insight into areas of particular importance to their compliance assessment. Site visit meetings are different from typical monthly meetings, as they may consist of IMT members observing training sessions, meeting with Department personnel, or otherwise meeting with stakeholders who would not typically be involved in day-to-day reform project implementation. The parties also continued to convene many virtual site visits in IMR-8.
- **Coordination and Planning Meetings:** In addition to the meetings described above, CPD regularly engaged with the IMT on general coordination and planning. Meetings of this nature included the monthly meeting of the parties as required by paragraph 668 of the consent decree and other regular check-in meetings to coordinate upcoming engagements.
- **Cross-functional teams (CFTs):** Consist of members of various bureaus who jointly implement consent decree projects related to specific topic areas, used their weekly CFT meetings to prepare for and recap the results of any meetings taking place with the IMT and OAG. CPD appreciates and welcomes the collaboration and feedback provided by the IMT and OAG throughout the reporting period.



# Roadmap to Operational Compliance

In 2021, the Department developed a long-term Roadmap to Operational Compliance that introduced a framework for how operational compliance can be demonstrated across sections of the consent decree. Specifically, this roadmap identifies key standard practices that the Department will expect out of its members, such as prioritizing de-escalation or engaging with community members. The plan describes the various systems and tools, trainings, metrics, and evaluation mechanisms it will use to support officers and implement these practices. Many of these process changes, training updates, and evaluation mechanisms are called for explicitly in the consent decree, while others may be new ideas that could help to ensure that these standard practices become routine.

## Overview of This Status Report

This report is intended to provide an overview of CPD's consent decree activities in the IMR-11 period and does not cover the many additional reform efforts in areas beyond the scope of the consent decree. CPD publishes a status report like this one every six months to be as transparent as possible with the community and other relevant stakeholders regarding the work it is undertaking to improve policing in Chicago.

This report is broken into several sections. The first section explains the process improvements CPD has implemented in order to accelerate its reform efforts. The remainder of the report then provides updates on each of the eleven consent decree sections, highlighting progress and next steps on these projects moving forward.

In IMR-5, CPD continued efforts to maintain the accelerated pace of consent decree implementation across the Department compliance and project management functions under a single unit (Professional Standards and Compliance Division), establishing new procedures to maximize the efficiency of ongoing meetings with the IMT and OAG, and continuing supervisory oversight and accountability for project owners to ensure reform projects were advancing with a sense of urgency. The Department also developed a framework for cultural change called Roadmap to Operational Compliance, which was released publicly in early 2022. In IMR-10, CPD maintained and built upon these initiatives.

# Progress by Consent Decree Section

# Community Policing

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*“In community policing, we want to build a system that promotes the philosophy of every police officer being a community policing officer. When we design, implement, and measure our programs and activities, we always think back to, ‘how does this support that philosophy?’”*

**–Sergeant William Riga Jr., Office of Community Policing**



Goals: Among the goals of the Community Policing section are the integration of a community policing philosophy into CPD operations to build public trust and confidence in CPD and ensure constitutional and effective policing as well as officer and public safety. Additionally, CPD is to ensure that its community policing philosophy is a core component of police services, crime reduction strategies and tactics, training, management, resource deployment, and accountability systems

The Community Policing section of the consent decree describes efforts that the Department must take to engage with community members and form genuine, authentic relationships with the individuals we serve. This section describes how the Department must develop partnerships and institute structures, processes, and training that reinforce the need for community engagement by every officer.

## Community Policing Progress Through IMR-11

In the eleventh reporting period, the IMT evaluated community policing compliance by reviewing policies, training materials, attendance records, and community meetings. The IMT participated in monthly meetings with Department leadership and bi-weekly meetings with the Office of Community Policing (OCP) and reform staff. They also observed community meetings and listening sessions. The Department made significant progress and achieved Secondary compliance in areas related to partnerships with community organizations.

## Youth Intervention Pathways Pilot

- **Relevant Consent Decree Paragraph(s): 33, 32, 34, 35 and 36**

The Research and Development Division is submitting the following Department directives:

- S06-04-06 Youth Intervention Pathways Pilot Program
- S06-04 Processing of Juveniles and Minors Under Department Control

The S06-04-06 Youth Intervention Pathways Pilot Program is to reduce the harms of the justice system for juveniles arrested in Chicago by promoting diversion opportunities, station adjustments that send the juveniles home without formal charging and connecting them to supportive family and social services. The Department further seeks to enhance the effectiveness of its juvenile delinquency intervention and prevention efforts through the use of a multi-disciplinary approach and expanded inter-agency partnerships with other juvenile justice agencies, as well as key agencies within the social service, health care and education systems. This has been added to the Department Directives System (DDS).

The Youth Intervention Pathways Pilot Program documents interactions with juveniles, provides interventions during arrest processing and other referrals and connections to the Department of Family and Support Services (DFCSS) and its related services provides.

As of July 1, 2024, the pilot program is:

1. Being implemented citywide, in all districts and areas, for post-arrest diversions processed by Area detectives for juveniles who are:
  - a. 10 through 17 years of age.
  - b. Actual residents of the City of Chicago; and
  - c. Arrested for the offenses identified on the directive.

The S06-04 Processing of Juveniles and Minors Under Department Control is provided to align with correlation with S06-04-06.



## 2024 Q1 and Q2 District Strategic Plans Progress Reports

- ***Relevant Consent Decree Paragraph(s): 15, 16, 17, 45, 46 and 47***

Consent Decree paragraphs 15, 16, 17, 45, 46, and 47 require our Department to review methods and incidents in various districts and produce information from this process. The Office of Community Policing (OCP) facilitates a district-level annual strategic planning process. Its primary purpose is to provide a collaborative mechanism for districts to involve community members in the selection and execution of each district's crime-reduction and community engagement priorities, as well as the response strategies associated with these selected priorities. In each annual cycle, districts are required to submit four quarterly progress reports to keep OCP and community members up to date on the progress it is making on its selected priorities. These reports were presented to the IMT from the districts.

## Community Partnerships eLearning

- ***Relevant Consent Decree Paragraph(s): 16, 19, 22, 23, 24, 25, 2, and 47***

In the eleventh reporting period, we reached Secondary compliance with the requirements of §16. During this period, the Department created and provided proof of offering Community Partnerships eLearning training to at least 95% of its officers. The training focused on identifying, categorizing, and continuously assessing community partnerships at the district level. By completing this training, we achieved Secondary compliance with §16's requirements.

## Beat/DAC Meeting Records

- ***Relevant Consent Decree Paragraph(s): 25, 46, 47***

The Beat/DAC Meeting Records Template allows note-takers to describe community concerns, track follow-up, and organize information provided for future data collection. This template enables District Commanders to assess their district's policing strategies, incorporating feedback from the DAC, OCP, and community recommendations. It highlights the effectiveness of the Department's initiatives to foster community partnerships and employ problem-solving techniques to reduce crime and enhance quality of life.



The guidance for the Beat and DAC meeting templates was distributed to officers after an informational briefing occurring in late October of 2024, during which the Office of Community Policing offered additional direction on how to effectively use the templates and shared best practices. The records and presentation for these briefings are also provided. Per ¶25, the Beat and DAC meeting records demonstrate how OCP personnel “identify problems and other areas of concern in the community, provide an opportunity to discuss responses and solutions through problem-solving tactics and techniques.” This is an example of the “strategies for building community partnerships” and use of problem-solving techniques in ¶47.

## *Youth Engagement Supplemental Report*

- *Relevant Consent Decree Paragraph(s): 23, 27*

The Youth Engagement Supplemental Report demonstrates the Department’s 2024 youth engagement activities. This is a one-time submission to highlight the Office of Community Policing (OCP) continued work with youth. This is the first time the Department has submitted this type of documentation, although similar data has existed in previous iterations of the OCP Annual Report. This Youth Engagement Report exemplifies the Department’s continued commitment under ¶ 23 to further community partnerships and positive community interactions, as well as youth mentorship, engagement programs, and youth input as described in ¶27.

In this report, the Department details the significant strides made in engaging with youth through various initiatives and partnerships aimed at building positive relationships and enhancing community involvement. Key activities and accomplishments over the past year include:

- **Youth District Advisory Councils (YDACs):** We have strengthened youth participation in YDACs across 22 districts, with over 40 youth members contributing to problem-solving and strategic initiatives. Notable programs like the Summer Leadership Institute and the Youth Explorers program have helped youth develop job readiness skills and engage with CPD officers, including job shadowing and learning about police training.





- **Finish Strong Program:** In collaboration with Chicago Public Schools, CPD facilitated events at five elementary schools, reaching over 1,400 students and nearly 200 teachers, promoting positive school-year endings.
- **Empower Youth Action Council:** Launched in November 2022 in partnership with the Chicago Urban League, this initiative focuses on fostering positive relationships between police and students. The program, which includes discussions on safety issues and social activities, has expanded to include 270 students in 2025.
- **Youth Summits:** Two major youth summits were hosted in 2024, attracting over 500 participants. These summits included panel discussions, breakout sessions on relevant topics like rights awareness, mental health, and social media, and resource fairs with community organizations.

Below: Left: First Summit held at Olive Harvey College Right: Second Summit held at Kennedy King College



We continued its successful campaign to educate youth on their rights when interacting with law enforcement. The campaign included presentations at schools, universities, and youth organizations, as well as social media outreach.

Looking ahead to 2025, we plan to host more Youth Summits and engage in initiatives like a Spring Youth Job and College Resource Fair, while continuing collaborations with youth and local influencers to raise awareness for the Know Your Rights campaign.

- Know Your Rights Campaign: Since 2019, the Office of Community Policing (OCP) has led a public awareness campaign regarding Know Your Rights. It is essential for Chicagoans to know their rights when interacting with members of the Department so that safety is ensured and confidence restored in the Department. Advertisements, engagement and events help to further this messaging.

Below and following pages: assortment of Know Your Rights Campaign imagery

# RESPECTED NOT DISMISSED.



## Know Your Rights.

Visit our CPD website,  
[bit.ly/YourRightsCPD](https://bit.ly/YourRightsCPD)







Partnerships: We partnered with Professor Marshall Goldman from the Public Relations & Advertising Program at DePaul University to act as an ongoing consultant for this campaign. This collaboration has produced a new iteration of the creative campaign that was launched May 2024 and included with the Chicago transit Authority



## Roundtable Discussions:

A round table discussion on Know Your Rights is utilized to educate, inform, and create a space for Chicagoans to have open discussion with CPD officers. Openness for these discussions is imperative to the overall of the work on the consent decree as one of the main areas of improvement & critique of CPD is that the public have no knowledge of the various internal practices and procedures that occur within CPD and one of these is being informed on individual rights.

Below are Partners that we have collaborated with to present these roundtable discussions are:

- Chicago Public Library
- Greater Roseland Chamber of Commerce
- Chicago Youth Centers
- Boys and Girls Clubs of Chicago
- Loyola Stand Against Violence
- Blue Freedoms Project
- Chicago Public Schools

The following are dates/locations where the round table discussions were held in 2024:

- January 2024 – Good News Community House, Roseland
- February 2024 – Boys & Girls Clubs (Ruse McCartin)
- March 2024 – Boys & Girls Clubs (Rusu McCartin)
- March 2024 – Wendell Phillips High School
- March 2024 – Office of Community Policing, Youth summit
- April 2024 – Chicago Public School, Principals Meeting
- April 2024 – Blue Freedom Project
- May 2024 – DePaul Restorative Justice Class
- July 2024 – Office of Community Policing, Youth Summit

The following are dates/locations where Know Your Rights was a resource at a community event:

- February 2024 – Loyola Stands Against Violence Summit
- April 2024 – Hyde Park Community Resource Fair
- July 2024 – Southside Pride
- August 2024 – Chicago Police Department, National Night Out
- August 2024 – Gary Comer Youth Event
- September 2024 – Illinois Institute of Technology Safety Resource Fair

We also deliver, send and disseminate Know Your Rights materials, by request on a regular basis to community organizations, sister agencies and schools.

## *Community Partnerships Training Content*

- ***Relevant Consent Decree Paragraph(s): 19, 22, 23, 24, 25, and 27***

Paragraph 19 of the Consent Decree requires the Department to provide officers with information regarding the communities they serve. Paragraphs 21-31 discuss community partnerships. The Office of Community Policing has revised the “Community Partnership eLearning Training Outline” in response to feedback received by the IMT/OAG. This submission consisted of a PowerPoint containing the anticipated eLearning content as well as a script to reflect what would directly appear in the eLearning module.





## 2024 In-Service Supervisors Training Compliance Report 95%

- ***Relevant Consent Decree Paragraph(s):*** 37, 102, 119, 153, 155, 156, 217, 220, 221, 222, 223, 225, 226, 227, 228, 229, 230, 231, 234, 235, 239, 243, 248, 277, 283, 289, 291, 317, 321, 326, 337, 348, 349, 350, 351, 352, 353, 354, 355, 402, and 407

In September 2024, the Department submitted the Civilian Supervisor Leadership Training as a 641 submission to demonstrate the training that was provided by the Institute for Law Enforcement Administration. In addition, compliance reports were submitted to the IMT/OAG for the In-service Supervisor Training demonstrating that over 95% attendance completion has been achieved for both sworn and civilian supervisors.

## Department Awards

- ***Relevant Consent Decree Paragraph(s):*** 48

The Community Policing section of the Consent Decree covers efforts to strengthen community partnerships and increase positive interactions between community members and the Department. This paragraph calls for the Department to create “opportunities to highlight, reward, and encourage officer, supervisory, and district performance on furthering community partnerships, engaging in problem-solving techniques, effective use of de-escalation, exemplary and effective supervision, and implementing community-oriented crime prevention strategies.”

## SRO Annual Report

- ***Relevant Consent Decree Paragraph(s):*** 38, 39, 40, 41, 42, 43, 44, 201

The Community Policing section of the Consent Decree efforts by the Department to foster community partnerships and increase positive interactions between community members and the Department. The 2023-2024 SRO Annual Report was submitted, and it provides a review of the SRO Program for the 2023-2024 school year. This report includes crime data, use of force data, policy updates, SRO staffing report, and training. However, due to the discontinuation of the SRO Program, these paragraphs are no longer assessable.

# Impartial Policing

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*“Reform is about redefining how to best keep our communities safe. We must take a comprehensive approach, leveraging constitutional policing principles, relationships with the community, innovative thinking, and officer wellness and training, to ensure equitable and fair outcomes for everyone.”*

**–Police Officer Brock Brunson, Office of Community Policing**

Goals: Among the goals of the Impartial Policing section are for the Department to deliver police services to all members of the public without bias and to treat all people with dignity and respect. To achieve these goals, CPD is to build partnerships with community members supporting the effective delivery of police services and provide clear policy, training, and supervision to its members in order to deliver police services in a manner that promotes community trust and ensures equal protection of the law to all individuals.

The Impartial Policing section of the consent decree describes the efforts the Department will undertake to ensure that it provides equitable and accessible policing to all Chicagoans. This includes policy revisions, training, and analysis to better serve a variety of groups that may have struggled with accessing policing services in the past, including individuals of particular demographic groups, limited English proficiency (LEP) populations, individuals with disabilities, and members of the Transgender, Intersex, and Gender Non-conforming (TIGN) community, among others.

## *Impartial Policing Progress Through IMR-11*

In the eleventh reporting period, the Department's progress towards compliance remained largely consistent with the previous period. We produced several policies for review, including policies on interactions with individuals with limited English proficiency, disabilities, and gender-based violence. The Department continued to develop its Equity Office and refine its Equity Framework, working on an Equity Action Plan to align with impartial policing principles.



Additionally, we delivered an updated policy on community engagement in policy development, aiming for Preliminary compliance with §52, and continued to refine its Gender-Based Violence and Persons with Disabilities policies. The Department also worked on community engagement initiatives, such as partnerships with organizations like the Chicago Hearing Society. Lastly, the OEMC achieved Preliminary compliance with §75 after delivering updated Diversity Awareness Training materials and Standard Operating Procedures, which received no objection notices from the IMT and OAG.

## Equity Plan

- **Relevant Consent Decree Paragraph(s): 53, 72**

The Equity Action plan is a critical initiative that supports the Department's mission to advance fairness, inclusion, and justice within the department. This plan is designed to integrate equity into policies, training, and community interactions, ensuring that CPD serves all Chicagoans with respect and impartiality. Community engagement is at the heart of this plan – by working closely with residents, listening to their concerns, and acting on their feedback to continue building a stronger and trusting relationships.

## Equity Values



### **Equity:**

**CPD is committed to fair and impartial treatment of all individuals, ensuring that policies and practices promote equality and justice**



### **Transparency:**

**We believe in openness and accountability, providing clear and accessible information about operations and decisions.**



**Integrity:**

**The Department upholds the highest standards of ethical conduct, honesty, and accountability in their actions.**



**Respect:**

**The Department treats everyone with dignity and respect, valuing the diversity and unique perspectives of all community members and workforce.**



**Continuous Improvement:**

**The Department is dedicated to ongoing learning and development, striving to improve policies, practices and interactions to better serve the community.**

At the heart of the Equity Action Plan is the establishment of the Department's Office of Equity and Engagement (OEE), designed to embed equity into our policies, training and operational strategies. The OEE serves as the driving force behind the Department's reform initiatives, prioritizing collaboration with residents, community organizations, and shareholders to amplify diverse voices in shaping public problem solving. By fostering transparency, accountability, and shared ownership of equity-driven reforms, the OEE aims to address systemic disparities to build a safer, more inclusive Chicago.

## *Community Engagement and Collaboration*

The Community Engagement Plan integrates equity and impartial policing into all interactions, ensuring that community voices guide public safety strategies across all levels:

- **Citywide Initiatives:** Through advisory committees, policy consultations, and public sentiment surveys, residents engage in shaping the Department's broad reform efforts.
- **District-Level Strategies:** Tailored engagement through District Advisory Committees (DACs) and beat meetings ensures community-specific concerns are addressed.
- **Daily Officer Interactions:** Officers participate in problems-solving and informal interactions, reinforcing CPD's commitment to respectful, responsive policing.

The Reform Engagement cycle further institutionalizes community involvement by integrating feedback into policy development, training and evaluation. The cyclical process strengthens transparency, accountability, and public trust by ensuring that reforms are informed by diverse community perspectives.

## *Policies Promoting Equity*

The Department has established a comprehensive framework of policies designed to foster impartial, bias-free policing and uphold human rights, including:

- **Bias-based Policing Prohibitions:** Policies addressing racial profiling, interactions with marginalized communities, and protections for individuals with disabilities.
- **Human Rights and Fair Treatment:** Guidelines ensuring respectful interactions across gender, language, and religious differences.
- **Ongoing Evaluation:** The OEE collaborates with the Research and Development team to review and update policies, ensuring alignment with evolving equity goals.





## *D22-08 Community Engagement in Policy Development Pilot*

- *Relevant Consent Decree Paragraph(s): 52*

During the eleventh reporting period, the Department maintained Preliminary compliance with the requirements of ¶52. The IMT reviewed and gave feedback on D22-08, the Community Engagement in Policy Development Pilot, in March 2023. The feedback focused on the need to update the related policy—G01-03-01, Community Engagement in Policy Development—and to define performance metrics and objectives for the pilot.

In April 2024, the IMT met with the Department on-site to discuss a potential framework for the Community Engagement Plan. By May 2024, the CPD had informally produced a revised draft of the plan. In June 2024, the IMT provided additional suggestions for streamlining the plan and broadening it to include community engagement strategies at both the Bureau-wide and district levels. The Department finalized and delivered the updated directive D22-08 in the last month of the reporting period. While the IMT recognized the progress made, they stressed the need for the Department to show evidence of community engagement in the policy review process as required by ¶52.

## *Gender Based Violence Policy*

- *Relevant Consent Decree Paragraph(s): 62*

During the eleventh reporting period, the Department continued to refine their policies related to Gender-Based Violence. The Department submitted an updated draft of the Gender-Based Violence Incidents policy suite (G04-XX) for review in accordance with ¶62. While this version of the policy showed significant improvements over previous drafts. The IMT requested that the Department gather community input on G04-XX and provide supporting documentation along with an updated policy for further review. Additionally, during discussions with the Department, it was clarified that G04-XX would serve as the primary policy on gender-based violence incidents, with references to existing policies covering related topics such as domestic violence, stalking, and sexual assaults.

## *Equity Plan: Equity-Focused Training and Development*

- **Relevant Consent Decree Paragraph(s):** 53, 72

CPD's Annual Training Plan and 5-year strategic plan emphasize equity, impartial policing and community engagement as core components of professional development. Key training initiatives include:

- **Foundational Courses:** De-escalations, procedural justice, crisis intervention, and community engagement.
- **Specialized Training:** Gender-based violence, hate crimes, interactions with marginalized populations, and officer wellness.
- **Scenario-Based Learning:** Practical exercises that simulate real-world situations to enhance officers' capacity for fair, constitutional policing.

These training programs ensure that officers at all ranks are equipped to engage with Chicago's diverse communities in a manner that prioritizes fairness, respect, and the sanctity of human life.

The 2025 Training Plan outlines a strategic approach to training that spans recruit onboarding, in-service learning, and leadership development. It prioritizes innovative methods, including scenario-based exercises, advanced problem-solving techniques, and compliance with the Consent Decree and Illinois Enforcement Training and Standards Board (ILETSB) mandates. Critical topics such as de-escalation, procedural justice, crisis intervention, and active bystandership are central to its curriculum, reinforcing the Department's commitment to fostering accountability and equity. Specialized initiatives like the Field Training and Evaluation Program (FTEP) and tailored pre-service promotional courses prepare officers of all ranks to effectively serve Chicago's diverse communities. The plan is designed to be adaptable, addressing emerging needs while adhering to core principles that guide all training efforts.

The Training Plan is further underpinned by the following core principles, which guide all aspects of CPD's training efforts:

- *Sanctity of Human Life*: Prioritizing the inherent dignity and worth of all individuals.
- *Community Policing*: Building a strong, collaborative relationships to enhance safety and trust.
- *De-escalation*: Promoting voluntary compliance and conflict resolution to minimize the need for force.
- *Impartial Policing*: Ensuring interactions are fair, unbiased, and respectful to build public confidence.
- *Procedural Justice*: Strengthening trust through respect, neutrality, and giving community members a voice.
- *Constitutional Policing*: Upholding the constitutional rights of all individuals with integrity and diligence.
- *Professionalism*: Maintaining accountability, respect, and ethical conduct to uphold highest standards.

The Training and Support Group (TSG) has been actively integrating community policing and impartial policing principles into CPD's training programs to foster stronger community relationships and equitable policing practices. Since introducing a foundational Community Policing course in 2021, the Department has embedded these principles across various training initiatives, emphasizing strategies for community engagement, collaborative problem-solving, and respectful interactions with youth. In the 2025 In-service Training Program, these efforts further be further reinforced through courses like Community Policing and Interactions with Youth eLearning. Concurrently, TSG has prioritized the Integration of procedural justice concepts, ensuring that fairness, respect, and neutrality are central to officer training. Courses such as Procedural Justice and Police Legitimacy and Gender-Based Violence provide foundational knowledge, while core training programs, including De-escalation, Use of Force, Crisis Intervention, and weapons certification, weave these concepts throughout. Together, these efforts ensure that training consistently promotes Constitutional Policing, procedural justice and trust building with Chicago's diverse communities.

## 2025 Equity and Impartial Policing Courses

The following courses are planned for 2025 that directly focus on principles and concepts of equity and impartial policing:

### Classroom:

- Impartial and Community Policing

### eLearning

- Hate Crimes
- Psychology of Domestic Violence
- Interaction with People with Disabilities
- Interactions with Communities of Faith
- Interactions with Transgender, Intersex, and Gender Nonconforming Individuals
- Prohibition of Sexual Misconduct
- Social Media and Consequences

The following courses are planned for 2025 that incorporate principles and concepts of equity and impartial policing:

### Classroom:

- De-escalation, response to Resistance, and Use of Force
- Crisis Intervention/Officer Wellness
- Active Bystandership for Law Enforcement
- Constitutional Policing

### eLearning

- Community policing and Problem-Solving
- Crime victim and Witness Assistance
- Interactions with Youth





## *Creation of Office of Equity and Engagement*

- *Relevant Consent Decree Paragraph(s): 53, 72*

Along with the Equity Action Plan the creation of the Office of Equity and Engagement (OEE) was created. The OEE is a cornerstone of the Department's commitment to building a more just and inclusive approach to public safety. As a dedicated unit within CPD, the office focuses on embedding equity into the Department's policies, training, and strategies to ensure fair and impartial policing practices.

Central to the Department's mission is the belief that effective from reform requires meaningful collaboration with the communities we serve. The Office also actively partners with residents, organization, and stakeholders to amplify diverse voices and foster shared ownership of the Department's equity driven initiatives. By prioritizing transparency, accountability, and community-centered engagement, the OEE works to strengthen trust, address systemic disparities, and create a safer, more equitable Chicago for all.

The Office of Equity and Engagement is committed to fostering a culture of equity and inclusivity with the Chicago Police Department. Through the promotion of fair and impartial policing practices, we aim to integrate equitable principles into all aspects of the Department's policies, training, and strategic operations. By actively engaging with community members, stakeholders, and partner organizations, we work collaboratively to drive reform efforts that prioritize transparency, accountability, and justice. Our mission is to ensure that every individual, regardless of background or identity, is treated with dignity, fairness, and respect, while reinforcing trust and mutual understanding between CPD and the communities we serve.

The Office of Equity and Engagement focuses on fostering community partnerships, advancing equity initiatives, and ensuring accountability within CPD. Its core functions include engaging diverse communities to reform informs, implementing equity related policies and plans, reviewing and revising departmental practices, providing training on equity and impartial policing, and analyzing data to identify and address disparities.

1. Partner and engage with diverse communities to ensure public feedback and experiences are including CPD's reform efforts, including in policies and trainings that focus on equity and impartial policing.
2. Implement the Impartial Policing Section of the Consent Decree, ensuring that all paragraphs achieve and maintain full and operational compliance.
3. Implement CPD's Racial Equity Action Plan and Equity Action Plan, working closely with the City's Office of Equity and Racial Justice.
4. Review Department policies and practices and advise on revisions and to ensure principles of equity and impartiality are included, including laws regarding human rights.
5. Develop and deliver training on equity and impartial policing topics and concepts to all members of the Department.
6. Analyze and evaluate data to identify trans, gaps, and disparities, and make recommendations to the Department on ways to address them.

## Roles within Office of Equity and Engagement

Senior Leadership	Project Management and Compliance Team	Community Engagement Team
Sets the strategic vision for the Office, ensuring align with its mission to promote equity and management. This team oversees policy development, provides high-level guidance for operations, and ensures organizational priorities are met. Be fostering collaboration within the Office and with external stakeholders, the Senior Leadership Team drives impactful decision-making and steers initiatives toward long-term success.	Plans, implements, and monitors the Office’s projects, ensuring efficient use of resources and alignment with equity goals. This team conducts data analysis to assess project impact, evaluates outcomes against established metrics, and identifies opportunities for improvement. They oversee timelines, budgets, and deliverables while coordinating cross-functional teams to maintain accountability and achieve results.	Focuses on building strong relationships with community members, stakeholders, and partner organizations to support equity initiatives. This team facilitates community input, designs inclusive programs, and ensures that feedback informs decision-making. By fostering trust and collaboration, they create opportunities for meaningful dialogue and participation, ensuring the Office’s work reflects the needs and priorities of the communities it serves.

## *People with Disabilities Policy Suite: S02-07 “Interactions with Persons with Disabilities”, S02-07-01 “Interactions with Persons with Physical Disabilities” and S02-07-02 “Interactions with Persons with Persons with Non-Visible Disabilities”*

- *Relevant Consent Decree Paragraph(s): 68 and 69*

The Research and Development Division submitted the following directives:

- S02-07 Interactions with Persons with Disabilities
- S02-07-01 Interactions with Persons with Physical Disabilities
- S02-07-02 Interactions with Persons with Non-Visible Disabilities

The Research and Development Division revised S02-07 “People with Disabilities” to reflect Department policy for interacting and providing services to persons who have physical, intellectual, and developmental disabilities, along with providing guidelines for interactions with and providing accommodations for persons with disabilities, providing de-escalation techniques for interacting with persons with disabilities, and describing Department procedures for processing persons with physical, intellectual, and developmental disabilities under Department control during investigatory stops and custodial arrests. Pursuant to the requirements of the Impartial Policing section of the Consent Decree, the Department conducted various community engagement strategies. The Department reached out to various organizations to receive feedback on the policy suite. This helped in fully capturing the needs of our disability community members by seeking the organization’s expertise and feedback.



## *Interactions with Persons Who Are Deaf, Blind, or Hard of Hearing*

- *Relevant Consent Decree Paragraph(s): 68*

The Research and Development Division also updated the directive S02-07-00xx Interactions with persons Who Are Deaf, Blind, or Hard of Hearing to reflect Department policy for interacting and providing services to persons who are deaf, blind, or hard of hearing, along with providing guidelines for interactions with and providing accommodations, conditions for the provision of auxiliary communication aids and Department-approved interpreters, providing de-escalation techniques, and describing Department procedures for processing persons who are deaf, blind, or hard of hearing under Department control during investigatory stops and custodial arrests.

## *Diversity Awareness Training Materials and SOP - OEMC*

- *Relevant Consent Decree Paragraph(s): 75*

In the eleventh reporting period, the OEMC achieved Preliminary compliance with ¶75. The OEMC submitted the updated Diversity Awareness training materials and SOP in the final month of the reporting period. After receiving no-objection notices from the IMT and the OAG regarding the Diversity Awareness and Implicit Bias Training Program Standard Operating Procedure, the OEMC met the requirements for Preliminary compliance with ¶75. However, the IMT noted these materials did not include training for new tele-communicators, as required by this paragraph. The IMT recommends that the OEMC resubmit the training materials to cover both new and current tele-communicators.

# Crisis Intervention

*“A well-trained Crisis Intervention Team can be a source of encouragement, bringing compassion and expertise to members of our community. The consent decree provides the opportunity for the police and the community to come together to find fair and just solutions to these shared priorities.”*

**–Lieutenant Joseph Schuler, CIT Coordinator,  
Training and Support Group**

The Crisis Intervention Team paragraphs of the consent decree describe the actions CPD will take, alongside its partner agencies (e.g., Office of Emergency Management and Communications), to ensure individuals experiencing mental and behavioral health crises are treated with dignity and respect, and where possible, referred to appropriate resources for additional support. At CPD, such efforts manifest themselves in policies that are grounded in best practices, robust training, and detailed data analysis to ensure that individuals in crisis receive an appropriate police response.

**Goals:** To ensure that CPD members interact with persons in crisis with dignity and respect, use trauma-informed techniques to respond appropriately, and to prevent unnecessary criminal justice involvement for individuals in crisis.

The Crisis Intervention Team paragraphs of the consent decree describe the actions the Department will take, alongside its partner agencies (e.g., Office of Emergency Management and Communications), to ensure individuals experiencing mental and behavioral health crises are treated with dignity and respect, and where possible, referred to appropriate resources for additional support. At CPD, such efforts manifest themselves in policies that are grounded in best practices, robust training, and detailed data analysis to ensure that individuals in crisis receive an appropriate police response.

## Crisis Intervention Progress Through IMR-11

In the eleventh reporting period, the Department, OEMC, and the Chicago Council on Mental Health Equity made continued progress in meeting the Crisis Intervention section of the Consent Decree, focusing on policy, training, practices, and community engagement. The IMT observed significant improvements, with the Department making notable strides toward compliance. Additionally, we focused on enhancing staffing and processes within the Crisis Intervention Unit (CIU).



## *Crisis Intervention Training - ILETSB*

- *Relevant Consent Decree Paragraph(s): 95, 96*

The Department revised its Crisis Intervention Basic Curriculum to incorporate updated required by Illinois Law Enforcement Training and Standards Board (ILETSB). The ILETSB oversees crisis intervention training to law enforcement throughout the state of Illinois. ILETSB has issued several modifications to trainings and has required that they are implemented in curricula by October 2024. These lessons plans were updated and conversations around these changes were discussed with the IMT. Content was also reviewed with CCMHE. Included with these updates, the curricula were updated provided as well as presentation provided to CPD's Training Oversight Committee (TOC) that outlined these changes.



## *Neurobiology of Trauma and Post-Traumatic Stress for Law Enforcement Officers - Recruit Training*

- *Relevant Consent Decree Paragraph(s): 127*

All new recruits will receive training that is adequate in quantity, quality, and scope regarding responding to individuals in crisis. The Chicago Police Department has worked tirelessly to normalize internal conversation around mental health. Chicago Police Officers are especially susceptible to the effects of trauma due to the very nature of police work. This can take a toll as police officers often serve as first responders to individuals experiencing a mental or behavioral health crisis. Constant exposure may result in anxiety, depression, or post-traumatic stress disorder.

All CPD officers receive this training, and upon completion the recruits leave with a basic understanding of the neurological implications of trauma and PTSD on victims, witnesses, offenders, first responders, military personnel, coroners, emergency room medical teams, etc. Deal with on a daily basis. It's essential that they receive the training in order to provide optimal police assistance to all members of the Chicagoland community. In order further improve, CPD collaborated with Chicago Council on Mental Health Equity to receive feedback on Basic, Refresher, and Neurobiology of Trauma Recruit Trainings.

## *CIT Basic and Refresher Course Evaluations*

- *Relevant Consent Decree Paragraph(s): 95, 96, and 99*

Consent Decree paragraphs 95, 96, and 99 require CPD to train officers on Crisis Intervention and also provide a refresher training as well. CPD also monitors and evaluates said training to ensure that it remains effective. The Crisis Intervention Unit (CIU) conducted course evaluations from the CIT Basic Training and CIT Refresher Trainings held this IMR period. Each training course evaluations included aggregate responses from participants via SurveyMonkey. These evaluations reflect the commitment the Department has to ensuring that the CIT Basic and Refresher Training adheres to policy and requirements outlined within the Consent Decree. Specifically, these records reflect the requirement in ¶ 95, for Certified CIT Officers to complete the Basic and Refresher trainings. Production of the evaluations demonstrates that CPD's Basic CIT Training is an in-depth, specialized course that teaches officers how to recognize and effectively respond to individuals in crisis, and CIT Officers receive input and up to date training.

## *CIT Coordinator Summary Report*

- ***Relevant Consent Decree Paragraph(s): 88, 89, 93, 105, 115, and 117***

Consent Decree paragraphs 88, 89, 93, 105, 115, and 117 require the Department to ensure a CIT Coordinator is employed to coordinate the CIT officers and generate reports and updates on the effectiveness of the CIT program at CPD. Paragraph 115 codifies the CIT Coordinator's core duty to "increase the effectiveness of CPD's CIT Program, improve CPD's responses to incidents involving individuals in crisis, and facilitate community engagement between CPD and crisis intervention-related stakeholders." Accordingly, the Department has included information in the report that summarizes the Crisis Intervention program's related efforts during IMR-11. Specifically, the report provides updates on efforts to review existing policies, practices and trainings per ¶88 and 89, as well as efforts to expand training and staff. The report also discusses how the CIT Coordinator plans to "Increase the effectiveness of CPD's CIT Program" via staffing per ¶115 and 117. Included with the report are data that demonstrate CPD's requirement in ¶93 and 105 that all Certified CIT officers meet and maintain certain eligibility requirements of the CIT program. Data is also provided pursuant to ¶102's requirement to train Department members upon their promotion to Field Training Officer, Sergeant and Lieutenant.

The CIT Coordinator Summary Report was submitted regarding updates and strategy around the Crisis Intervention Team (CIT) program that occurred from the beginning of IMR-11. The Department has made notable progress in a variety of manners across the Consent Decree's requirements of the CIT program in IMR-11.

## *Updated Comprehensive List of Certified CIT Officers*

- ***Relevant Consent Decree Paragraph(s): 92, 104, 105, 141***

Consent Decree paragraphs 92, 104, 105, 141 requires the Department to train CIT certified officers, maintain a list of those certified CIT officers, and produce a copy of such to the IMT. The list reflects the eligible Certified CIT officers who have voluntarily agreed to be prioritized for mental health related calls. This list materialized as a result of a survey. While the Department has previously submitted lists of Certified CIT Officers, this data captures the effort in the CIT Program that does away with the "Volunteer" and "Mandatory" status distinctions. Instead, the Department is now only prioritizing officers who have opted into the program via this survey for mental health related calls.

CPD collaborated with the IMT to finalize the survey language in early August, and confirmed the length of time to complete, follow up methods, launch date and recipient pool with the IMT and OAG. Following IMT and OAG approval, the Department disseminated the survey on September and closed it in late October. The survey targeted officers that previously have taken Basic and/or the Refresher CIT Training. In total, 1,397 officers below the rank of Field Training Officer have opted into the program. The Department continues its commitment to have an updated list of Certified CIT Officers.

## *Updated S05-14 Crisis Intervention Team (CIT) Program*

- ***Relevant Consent Decree Paragraph(s): 107, 108, 109, 110, 111, 112, 122, and 123***

Produced finalized version of S05-14 Crisis Intervention Team (CIT) Program policy. CPD publicly posted for feedback from the community to improve the Crisis Intervention Program. The Department noted the recommendations received and made the following revisions to the policy.

- Discontinued the use of the Request to Opt in or Out for Crisis team (CIT) Officer Designation
- Eligibility Requirements for Certified CIT Officer Designation
- Scheduling and attendance for Basic and Refresher Training

## *CIT Coordinator Qualifications*

- ***Relevant Consent Decree Paragraph(s): 116***

During the eleventh monitoring period, the Department maintained Preliminary and Secondary compliance and achieved Full compliance with the requirements of ¶116. To assess Preliminary compliance, the IMT reviewed the Department's policy S05-14, Crisis Intervention Team (CIT) Program, which meets the requirements of ¶116. The Department reached Full compliance during the eleventh reporting period by consistently demonstrating the CIT Coordinator's ongoing education and professional development training as mandated under ¶116.

In June 2024, the Department appointed Lt. Rhonda Anderson appointed as the new CIT Coordinator. Lt. Anderson served CPD for nearly 25 years in a variety of roles, including officer in the Special Operations Section, Detective in areas 2 and 4, and a Sergeant in the 007th District, among other duties. In addition, Lt. Anderson holds a Bachelor of Arts in Psychology from Illinois Wesleyan University, a Master of Science in Criminal/Social Justice from Lewis University, and Master of Science in Threat and Response Management from the University of Chicago. Among her lengthy experience, she holds certification by the State of Illinois in Dignitary Protection, Critical Incident Response, and as an Emergency Medical Technician.

CPD showed that her training was sufficient in terms of “quality, quantity, type, frequency, and scope” to prepare her for the responsibilities of the CIT Coordinator, beyond the Basic CIT training. Records indicated she completed the 40-hour Basic CIT course, the CIT Coordinator Certification course, and attended the CIT International Conference.

## *S011-10-01 Recruit Training*

- ***Relevant Consent Decree Paragraph(s): 127***

During the eleventh monitoring period, the City and CPD maintained Preliminary compliance and achieved Secondary compliance with the requirements of ¶127. CPD achieved Preliminary compliance by developing and finalizing its policy S011-10-01, Recruit Training, which includes the requirements of ¶127, and maintained compliance through regular reviews and revisions of the policy.

The IMT reviewed two additional recruit trainings during this reporting period: Mental Health Awareness and Response, and Neurobiology of Trauma and PTSD. Both are crucial trainings covering relevant topics. The Mental Health Awareness and Response training independently includes all the topics required by ¶126. Together with the CIT Recruit Concepts training and the Neurobiology of Trauma and PTSD training, these provide a solid foundation for all recruits.

To assess Secondary compliance, the IMT observed portions of the Mental Health Awareness and Response training. While the content was excellent, the CPD must evaluate the qualifications of the instructor to achieve Full compliance. Given that §§284–85 require subject matter expertise for these trainings, it is essential to ensure the instructor is properly qualified. The IMT plans to observe the Neurobiology of Trauma training in the next reporting period.





# Use of Force

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*“The Chicago Police Department’s policy regarding de-escalation, response to resistance, and use of force focuses on ensuring that CPD officers prioritize the sanctity of human life and public safety. This involves training officers to use de-escalation techniques to avoid or minimize the need for force and ensuring that any force used is reasonable, necessary, and proportional. Accountability is essential to this process. Having systems in place to review instances where force is used and identifying opportunities for training and improvement promotes a culture of continuous improvement.”*

**–Commander Sean Joyce,  
Office of Constitutional Policing and Reform**

Goals: CPD's use of force policies as well as training, supervision, and accountability systems are to ensure that officers use force in accordance with federal law, state law, and the requirements of the Consent Decree; that officers apply de-escalation techniques to prevent or reduce the need to use force where safe and feasible; that officers only use objectively reasonable force that is necessary and proportional; and that any use of unreasonable force is promptly identified and responded to appropriately.

The Use of Force section of the consent decree describes efforts the Department will undertake to ensure the sanctity of life and embed the principles of de-escalation into every policing interaction. The section outlines the requirements that the Department will integrate into its use of force policies and training, including weapons discipline, vehicle safety, and the need to render medical aid following a use of force incident. The consent decree also outlines requirements for organizational learning and improvement from use of force incidents through the establishment of TRED, Force Review Board, and robust data dashboards to allow for extensive analysis of use of force incidents.

## *Use of Force Progress Through IMR-11*

During the eleventh reporting period, the Department made significant progress in meeting the Use of Force requirements outlined in the Consent Decree, achieving full compliance in several areas while maintaining previously attained compliance levels. The IMT, CPD, and OAG held regular meetings, enabling continuous dialogue that helped address compliance concerns and improve the flow of documents, which contributed to further progress. A key achievement was reaching a moratorium review of Level 1s use of force incidents.

Additionally, the Court issued an order to clarify the CPD's Body Worn Cameras policy, with ongoing discussions regarding the deactivation of cameras during public safety briefings. The IMT reviewed revised CPD policies and trainings, including those related to firearm pointing incidents, and provided no-objection notices for several training initiatives.

The IMT assessed the City's compliance with 96 Use of Force paragraphs, noting that the City had achieved Full compliance with 18 paragraphs, maintained Full compliance for 14, and continued progress on others. The Department took proactive steps to address a backlog at TRED, piloting a program to assign responsibility for reviewing Firearm Pointing Incidents to CPD captains in five districts. These Districts were selected based on the number of firearm incidents which take place in them and cover each are of the city. This program is expected to expand to all districts in 2025, and is helping to pave the way for the eventual review of foot pursuits at the district level. Furthermore, TRED's work on data collection and analysis played a crucial role in achieving Full compliance with certain paragraphs, particularly those relating to the review of foot pursuits and the reporting of use of force incidents.

Overall, the Department made substantial strides in advancing compliance with the Use of Force provisions, and their efforts during the Democratic National Committee meeting in summer 2024 resulted in very few use of force incidents.

## *CPD Policies and Standard Operating Procedures Related to CALEA*

- *Relevant Consent Decree Paragraph(s): 159*

In the eleventh reporting period, the Department achieved both Secondary and Full compliance with ¶159. The IMT reviewed policies and standard operating procedures (SOPs) related to the completion of CALEA accreditation. They also examined the data sources and elements that are part of the comprehensive review of the Use of Force policy. According to ¶159, the Department must demonstrate its compliance with CALEA standards annually. In this reporting period, we submitted documents supporting their certification, including CALEA-certified letters regarding the Department's use of force policies and a law enforcement agency status report. Additionally, we provided further documentation supporting the accreditation of the Training Academy, along with accreditation letters for both the Training Academy and law enforcement for 2021 and 2022.



The IMT also reviewed CALEA and CPD reports and training sources to ensure training requirements are clearly outlined, with particular attention to de-escalation efforts and our adjustments to training based on findings from use of force patterns and reviews. To assess Full compliance, the IMT reviewed the Annual Use of Force Report, TRED's mid-year and year-end reports, and other documentation supporting the CALEA reports.

## *Use of Force Policies and TRED SOP*

- *Relevant Consent Decree Paragraph(s): 169*

In the eleventh reporting period, the Department achieved Full compliance with ¶169. To assess Preliminary compliance with ¶169, the IMT reviewed Use of Force policies and TRED SOPs to ensure they address the need for a headquarters-level entity to review foot pursuits and related use of force incidents. The IMT also evaluated CPD's efforts to actively engage with the community and gather feedback on its Use of Force policies.

For Secondary compliance, the IMT examined training sources and records related to the review of foot pursuits, including the nature of debriefings and supplementary training following the identification of patterns and trends. Specifically, the IMT reviewed TRED's debriefing process, which mirrors brief remedial training sessions.

The IMT looked at how well the Department has implemented its foot pursuit review policy, protocols, and training, as well as whether TRED and the Department is effectively addressing tactical, equipment, and training issues.

TRED began reviewing all foot pursuits on January 3, 2023. In TRED's 2023 Year-End Report, foot pursuit data was provided, with pursuits broken down by force level. TRED identified a downward trend in foot pursuits involving a level 2 use of force. The IMT continues to monitor debriefing points arising from reviews of pursuits with TRRs, with TRED issuing debriefing points on issues such as partner separation, communication, and weapons handling.

Moreover, TRED reviews pursuits linked to use of force incidents, which are then reviewed by the Watch Operations Lieutenant at the district level per policy. While data shows a general downward trend in debriefing points from 2023 to 2024, it also highlights areas in need of improvement, in line with ¶169 requirements. TRED's 2024 Mid-Year Report indicates that TRED reviewed 6,574 Incident Debriefing Reports (IDRs) involving foot pursuits, while Watch Operations Lieutenants reviewed 1,982-foot pursuits and referred 13 incidents to COPA.

Overall, the IMT believes that TRED is adequately reviewing foot pursuits and properly identifying tactical, equipment, and training concerns, thereby achieving Full compliance.

## *Foot Pursuits Policy*

- ***Relevant Consent Decree Paragraph(s): 172***

The Department implemented a foot pursuit policy and training based on the IMT's analysis of the Department data and recommendations and therefore achieved Full compliance with ¶172 this reporting period. Moving forward, the IMT will be evaluating whether the Department continues to monitor data related to foot pursuits, review and revise training requirements as a result of the trends in data and best practices, and revisit associated policies as needed.

## *IFAK/MFAK and LEMART Compliance*

- ***Relevant Consent Decree Paragraph(s): 174 and 175***

The Department is required to provide Law Enforcement Medical and Rescue Training (LEMART) to its officers. The Training and Support Group submitted documentation to demonstrate use of the CLEAR First Aid Kit system as a mechanism to track the distribution and replenishment of kits. In this period, members attended a LEMART training and have exceeded 95% compliance in both Law Enforcement Medical and Rescue Training (LEMART) and distribution of First Aid Kits known as Individualized First Aid Kits (IFAK) or Mini First Aid Kits (MFAK). These kits and training were issued to all sworn personnel, except recruits currently in the academy however they will be trained and issued before their graduation.



## *Use of Force Policies and Training*

- *Relevant Consent Decree Paragraph(s): 179*

In the eleventh reporting period, the Department achieved Full compliance with ¶179. To assess Full compliance, the IMT evaluated whether we effectively implemented its policies and training regarding force techniques. During this reporting period, we provided evidence that over 97% of officers have been trained and qualified to use the new Taser system, T10. In a previous reporting period, we issued the updated G03-02-04, Taser Use Incidents, which took effect on June 28, 2023. Upon reviewing the policy and training materials, it was clear that we continue to outline the specific circumstances under which force can be used, as well as the appropriate force options based on a subject's actions. The Department's strong focus on force options within their policy and training has enabled them to achieve Full compliance.

## *BWC eLearning 95% Compliance*

- *Relevant Consent Decree Paragraph(s): 236, 237, 238, 239, 240, 241, and 291*

Consent Decree Paragraphs 236-241 discuss the use of body worn cameras. Paragraph 291 requires the Education and Training Division to document training provided to or received by CPD members. The Use of Force section of the Consent Decree sets standards for uses of force by CPD members.





## Coordinated Multiple Arrests Policy

- ***Relevant Consent Decree Paragraph(s): 160, 633***

Throughout the past year, the Department worked collaboratively with the IMT and OAG on certain policies and training necessary to prepare for the DNC, including the Coordinated Multiple Arrest (CMA) policy suite, this policy was implemented on August 8, 2024. The following was implemented in the suite:

- S06-06 Response to Crowds, Protests, and Civil Disturbances
- S06-06-01 Declaration of Coordinated Multiple Arrest Incident
- S06-06-02 Alternate Arrest Procedures During Coordinated Multiple Arrest Incident
- S06-06-03 Alternate TRR During Coordinated Multiple Arrest Incidents

## Coordinated Multiple Arrests eLearning

- ***Relevant Consent Decree Paragraph(s): 52, 53, 72, 155, 156, 157, 158, 159, 160, 213, 214, 217, 243, 244, 246, 277, 283, 317, 320, 321, 323, 326, 327, 413, and 437***

The 2024 Coordinated Multiple Arrests eLearning is part of the mandatory in-service training plan. The policy and in-service training it derived from was developed with technical assistance provided by Chief T. Bowman, Chief H. Medlock, and Chief R. Monroe. This eLearning continues to comply with the principles of the consent decree and its paragraphs as listed below:

- De-escalation (156)
- Resolution without use of force (162)
- Rendering Aid (175, 205)
- Pointing policy (189)
- Concepts of Impartial Policing (53, 72, 74)
- Community Engagement in the Development of the in-service training and the policy that this eLearning was derived from (52, 277, 283)





Additionally, this eLearning was part of the Annual In-Service Training requirement pursuant to Consent Decree paragraphs 317, 320, 321, 323, 326, and 327.

## *TRR Supervisory Dashboard with IDR eLearning Revised*

- ***Relevant Consent Decree Paragraph(s): 153, 156, 157, 161, 191, 217, 239, 243, 248, 347, 348, 349, 351, 352, 569, 571, 572, and 574***

Consent Decree paragraphs 153-157 discuss use of force policies, trainings, supervision and accountability. Paragraph 191 discusses the reporting of firearm pointing to OEMC. Paragraphs 217-227 discuss reporting uses of force. Paragraph 239 discusses compliance with body worn camera policies. Paragraphs 347-355 discuss supervision responsibilities and duties. Paragraphs 568-580 discuss the collection of data, reviewing, and auditing uses of force.

CPD previously submitted the TRR Supervisory Dashboard eLearning packet for review with the IMT and OAG. However, CPD did not train on the previously submitted eLearning because there were new developments with the dashboard to include the “Incident Debriefing Report” and we have updated the eLearning.

## *Updated D19-01 Firearm Pointing Incidents*

- ***Relevant Consent Decree Paragraph(s): 189, and 190***

The Research and Development Division submitted a revised D19-01 “Firearm Pointing Incidents” following an internal review of the published version of the directive. This version clarifies language to ensure current Department procedures are reflected in the directive (e.g., implementation of TRED and Incident Debriefing Report – IDR). This revision is consistent with Judge Pallmeyer’s decision on S04-19 “Search Warrant Policy” resulting from meeting with the Coalition during Q1 and Q2 of 2024.



## *CPD Resource Allocation for Designated Unit*

- ***Relevant Consent Decree Paragraph(s): 193***

The IMT reviewed our training related to the firearm pointing incident policy and TRED procedures to determine if a sufficient number of officers have completed the training. According to our 2024 Mid-Year Report, TRED is currently staffed with one commander, one lieutenant, nine sergeants, 42 review officers, and two tactical review specialists. These personnel have received adequate training in various areas, including LEMART, Officer Wellness and Resilience, Field Force Operations in preparation for the Democratic National Convention, and the Use of Force Training Program from the Federal Law Enforcement Training Center. Additionally, TRED staff is presented with department-required trainings during their weekly staff meetings.

During this reporting period, we launched a district-level firearm pointing review pilot program in five districts. As part of this initiative, district captains will review firearm pointing incident reports not associated with a use of force incident and document their findings in the IDR. With 4,513 firearm pointing incidents reported in 2023 alone, the pilot program, followed by a district-level review across all districts, will help reduce TRED's workload. Although TRED personnel numbers remain the same as when the unit was established, this transition will shift some accountability processes to the district level, alleviating the current backlog in the centralized process.

As the Department initiates the district-level firearm pointing review pilot program, we will have achieved Secondary compliance in this reporting period.

## *Exemption from OEMC Notification for Firearm Pointing by SWAT and Federal Task Force Officers*

- ***Relevant Consent Decree Paragraph(s): 194***

In the eleventh reporting period, the Department maintained Preliminary, Secondary, and Full compliance with ¶194. In this reporting period, the IMT reviewed a revised version of the Department Notice D19-01, Firearm Pointing Incidents, in accordance with ¶636 review. TRED's report for January 1 to June 30, 2024, notes that there were no debriefings for misreported FPIRs, including those for SWAT or task force officers. 17

The Department achieved Full compliance with §194 in the seventh reporting period and maintained it through the eleventh reporting period. It has therefore maintained Full compliance through the sustainment period. The IMT will continue to review information in TRED's reports about whether exemptions to the general firearm pointing reporting requirements are tracked and result in complaints or other issues.

## *CPD Policy on Each Taser Application as a Separate Use of Force*

- ***Relevant Consent Decree Paragraph(s): 202***

In the eleventh reporting period, we achieved Full compliance with §202. The IMT assessed our policies and training, reviewing TRED and COPA reports, along with recommendations for follow-up training. TRED's 2024 Mid-Year Report noted 17 incidents of multiple Taser applications, with 14 being ineffective, leading to additional deployments. Two incidents were referred to COPA, and one debriefing point was issued for an energy cycle lasting over five seconds. The IMT reviewed 14 Taser deployment cases from 2024, confirming that the reasons for multiple deployments were explained as required by §202. In many cases, the Taser failed to make contact, and in two instances, the deployments were referred to COPA due to improper use.

COPA's quarterly and annual reports showed 10 allegations of Taser-related injury or death in the first half of 2024, with two cases concluded and not sustained. The CPD's use of Tasers is closely monitored by supervisors, who have identified cases for review, such as a criminal charge for improper Taser use by an officer in 2021. Our 2022 and 2023 Annual Use of Force Reports indicated a decline in Taser use, with 2024 seeing a slight increase compared to 2023. Additionally, the Department is transitioning to the T10, which no longer has the stun feature.

## *CPD Policy on Use of Force and Taser Exposure Limits for Officer Safety*

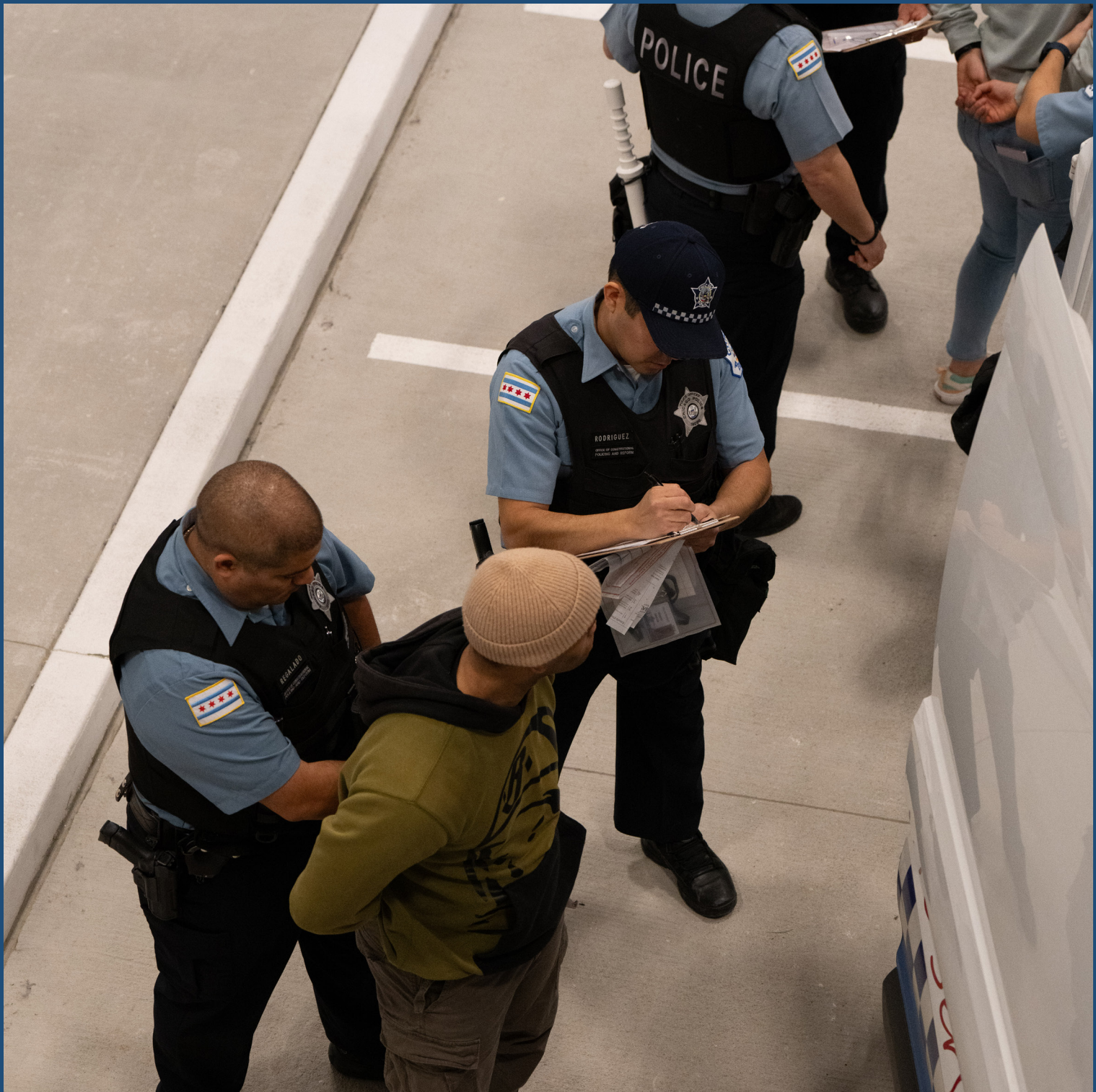
- *Relevant Consent Decree Paragraph(s): 203*

In the eleventh reporting period, we achieved Full compliance with ¶203. The IMT assessed the implementation of CPD's policies and training by reviewing TRED reports, TRRs, and follow-up training recommendations. TRED's 2024 Mid-Year Report revealed 17 incidents with multiple Taser applications, with 14 instances where the Taser was initially ineffective, requiring additional deployments. Two of these incidents were referred to COPA. The report also noted one debriefing point for an energy cycle lasting over five seconds. Additionally, the 2023 Year-End Report showed three incidents involving Taser discharges with more than three arc cycles, with two referred to COPA. TRED's reports indicate that Taser discharges lasting over five seconds have been rare, with only six such incidents over the past 2.5 years, given the total number of Taser discharges each year.

## *CPD Protocol for Medical Aid and Care After Taser Application*

- *Relevant Consent Decree Paragraph(s): 205*

In the eleventh reporting period, we achieved Full compliance with ¶205. In this reporting period, we provided evidence that over 97% of officers have been trained on and qualified to use the new Taser system, T10. Furthermore, TRED's 2024 Mid-Year Report indicates the following regarding the Department's rendering of medical aid. In this reporting period, the IMT randomly reviewed more than 20 reports and body-worn camera video and found that officers consistently requested EMS and subjects were frequently taken to nearby hospitals. In conclusion, the City and CPD achieved Full compliance with ¶205, this reporting period.





## *CPD Use of OC Devices for Crowd Dispersal*

- ***Relevant Consent Decree Paragraph(s): 208***

During this reporting period, the IMT reviewed data showing that 96.5% of CPD officers completed the Field Force Operations Public Order Public Safety training. The IMT also requested information on various protests and large-scale disturbances over recent years, including details such as the names of protests, the number of officers involved, and instances of OC spray use. Specifically, the IMT asked for a comparison between protests in 2020 and the 2024 Democratic National Convention.

TRED provided a report indicating that our Department responded to over 50,000 protests between January 1, 2020, and September 30, 2024. During this period, the superintendent authorized OC spray use only nine times, all during the 2020 protests. Since then, our Department has managed several large protests, including those for the Democratic National Convention, Pride Parade, and Pro-Palestinian protests, without needing superintendent authorization for OC spray. The IMT observed our response to protests and the Democratic National Convention this period and found no instances of excessive OC use, nor did we report any such use.

## *CPD Officers' Use of OC Devices Must Be Objectively Reasonable, Necessary, and Proportional*

- ***Relevant Consent Decree Paragraph(s): 210***

The IMT reviewed training records, which showed that 96.69% of CPD officers completed the 2024 De-escalation, Response to Resistance, Use of Force, and Coordinated Multiple Arrests training, while 96.5% completed the Field Force Operations Public Order Public Safety training. TRED's 2024 Mid-Year Report highlighted one instance of multiple OC discharges from January to June 2024. Over the past 3.5 years, there have been 65 OC discharge incidents, with eight involving multiple discharges. Five of these incidents were found to be out of policy and referred to COPA, but COPA has not sustained any OC-related allegations in that time. Based on this, we referred non-compliant cases to COPA, leading to Full compliance for our Department in this reporting period.

Additionally, the IMT reviewed our OC-related training records and found that 96.69% of officers completed relevant training. In preparation for the Democratic National Convention, CPD also ensured officers and supervisors were trained on appropriate OC use. Over the past three years, the IMT found 11 instances where subjects fled and officers were unable to provide aid, with one subject refusing medical help and two accidental discharges, including one at a dog. In all other cases, subjects were either treated by CFD EMS or taken to the hospital. TRED's 2024 Mid-Year Report confirmed that medical assistance was provided in all seven OC discharge incidents.

## *CPD Officers' Use of OC Devices Must Be Objectively Reasonable, Necessary, and Proportional*

- *Relevant Consent Decree Paragraph(s): 215*

The IMT reviewed records showing that 96.69% of CPD officers completed the 2024 De-escalation, Response to Resistance, Use of Force, and Coordinated Multiple Arrests training. This training emphasizes that head and neck strikes are considered level 3 uses of force and should only be used when deadly force is authorized. Additionally, 96.5% of officers completed the Field Force Operations Public Order Public Safety training. This training, in preparation for the Democratic National Convention, covered baton use, legal considerations, civil rights protection, and basic crowd management techniques. With all CPD officers, including recruits, trained in baton use for protests and crowd control, the City and CPD have met the training requirements and achieved Full compliance. The Department is expected to continue compliance by providing a plan for updated crowd control training.

## *CPD Members' Responsibility to Report and Document Use of Force*

- *Relevant Consent Decree Paragraph(s): 218*

The Department reported that 95.79% of supervisors and 96.69% of officers completed the 2024 Annual In-Service Training, which includes De-escalation, Response to Resistance, Use of Force, and Coordinated Multiple Arrests. Our Audit Division conducted a review of police reports to identify unreported uses of force, finding 30 instances where officers failed to complete a Use of Force Report (TRR) when required. This indicates that officers generally understand

the reporting requirements. TRED's 2023 Year-End Report and the first half of 2024 identified 214 and 120 instances, respectively, where TRRs were not completed, representing 1.3% and 1.4% of cases. These instances were mainly due to secondary officers assisting with handcuffing. Based on these efforts, we have achieved full compliance with the reporting requirements.

## *CPD Members' Requirement to Complete TRR Documentation After Reportable Use of Force*

- *Relevant Consent Decree Paragraph(s): 219*

Our internal Audit Division conducted an audit of 10,000 police reports to identify unreported uses of force, revealing 30 instances where officers failed to complete a TRR when required. TRED's 2023 Year-End Report showed 1.3% of TRRs as "not completed," and from January 1 to June 30, 2024, 1.4% of TRRs were not completed when they should have been. We explained that most unreported cases involved secondary officers assisting with handcuffing a resisting subject. TRED addresses these cases with debriefing recommendations, training, or corrective actions. Our ongoing training and TRED's efforts have led to an increase in TRR submissions. CPD has shown that officers generally understand the need to submit TRRs, with few instances of noncompliance.

## *CPD Supervisors' Response to Reportable Uses of Force*

- *Relevant Consent Decree Paragraph(s): 222*

We provided records showing that 95.79% of supervisors completed the 2024 Annual In-Service Supervisor Training, indicating secondary compliance with ¶222. The IMT also reviewed TRED data, which revealed five incidents in 2024 where supervisors failed to respond to required level 2 or 3 use-of-force scenes. The 2023 Year-End Report showed eight such incidents. We attributed the improvement to a stronger focus on supervisor training. Between January 1 and November 4, 2024, there were 413 level 2 uses of force involving non-lethal weapons, and 2,967 TRRs were classified as level 2, including cases where force initially started as level 1 but escalated. We plan to audit supervisor responses to level 2 and 3 incidents. The IMT emphasizes the importance of supervisor response to all level 2 and 3 use-of-force events but notes challenges in evaluating response times and incidents lacking supervisor involvement based on current data.







## *Supervisor Excluded from Responding Supervisor Duties if Force Was Used or Ordered*

- ***Relevant Consent Decree Paragraph(s): 225***

Our records show that 95.79% of supervisors completed the 2024 Annual In-Service Supervisor Training, maintaining Secondary compliance with ¶222. TRED's 2023 Year-End Report highlights improvement, with nine debriefing points for supervisors who used or ordered force. The IMT reviewed body-worn camera footage, observing supervisors emphasizing the need for a higher-ranking officer to handle review responsibilities, demonstrating awareness of the requirements. TRED has identified instances where supervisors failed to assign a different supervisor to review force incidents and is addressing the issue through additional training. As a result, we have achieved Full compliance by demonstrating at least 97% compliance.

## *All reportable Uses of Force by CPD Members must be reviewed by CPD Supervisors*

- ***Relevant Consent Decree Paragraph(s): 229***

The IMT evaluated compliance with this paragraph using multiple data sources, and our policies (e.g., G02-02 First Amendment Rights), TRED's mid-year and year-end reports, Use of Force Dashboard, and related training and processes. In this reporting period, it showed that 95.79% of supervisors completed the 2024 Annual In-Service Supervisor Training. According to TRED's 2023 Year-End Report, 3,797 IDRs were created for reviewing supervisors, with 5 debriefing points issued (1.2%) for instances where a TRR was not completed by a supervisor. Additionally, 37 debriefing points were issued for investigating supervisors due to TRRs not being completed. In total, 42 debriefing points were issued out of 3,375 reviewed TRRs. The data from our internal use of force audit and TRED's year-end reports show that supervisors are generally reviewing all reportable uses of force. When a review is missed, TRED identifies the issues and ensures corrective actions or training are implemented.

## *Review of Reportable Use of Force by Supervisors*

- *Relevant Consent Decree Paragraph(s): 230*

The IMT evaluated compliance by reviewing relevant policies, forms, and training materials, including the 2024 Annual In-Service Supervisor Training records, which show that 95.79% of supervisors were trained. TRED's 2023 Year-End Report revealed that of 329 cases involving supervisor use of force, 23 debriefing points were issued for instances where the investigating supervisor was the same rank as the officer using force. However, TRED also identified some deficiencies, including lieutenant-level supervisors approving TRRs completed by other lieutenants. The 2024 Mid-Year Report showed significant improvement, with only six debriefing points issued for similar issues, indicating over 95% compliance.

## *Compliance with Body-Worn Camera Policy and Consequences for Non-Compliance*

- *Relevant Consent Decree Paragraph(s): 239*

The IMT reviewed Special Order S03-14, Body Worn Cameras, and TRED's year-end and mid-year reports, alongside discussions with CPD officials. We revised S03-14, with additional updates provided on December 5, 2024. Civic engagement sessions were also held to educate the community about the changes. Although TRED is still facing a backlog of IDR reviews, body-worn camera failures remain a significant issue. To address this, TRED introduced a debriefing matrix for officers with repeated deficiencies, escalating training and corrective actions after multiple violations. TRED now reports body-worn camera issues at CompStat meetings, highlighting districts with the highest deficiencies and tracking Summary Punishment Action Requests (SPARs). From January 1 to October 8, 2024, 533 SPARs were issued. Additionally, our quarterly analysis showed a decrease in late body-worn camera activations, from 12.35% to 6.78%. Our Department has developed a Supervisory IDR Debriefing Dashboard to track operational deficiencies. Furthermore, 95.79% of supervisors received 2024 Annual In-Service Supervisor Training, and we plan to audit the supervisory dashboard for ongoing improvements.

## *CPD Officer Body-Worn Camera Inspection and Reporting Requirements*

- *Relevant Consent Decree Paragraph(s): 240*

The IMT continued to review drafts of S03-14 Body Worn Cameras. As noted in previous reporting periods, updates to Special Order S03-14 include language responsive to this requirement, closely tracking the language of this paragraph and clearly articulating. On August 8, 2024, the Department issued a revised version of S03-14 that includes the requirements of ¶240(b) under section VII Operational Procedures, VII.A2.8b. On December 5, 2024, we provided further revisions to S03-14. This reporting period, we also submitted training records demonstrating that 96.87% of officers completed the 2024 Body-worn Camera eLearning training course, achieving Secondary compliance.

## *CPD Officer In-Car Camera Inspection and Maintenance Requirements*

- *Relevant Consent Decree Paragraph(s): 242*

The IMT reviewed Special Order S03-05, In-Car Video Systems. We posted the latest version of S03-05 on December 6, 2024, for public comments, which closed on December 22, 2024. On December 31, we issued the In-Car Video Systems policy, and gained preliminary compliance. The revised policy rescinded the November 27, 2018, version and includes all of the requirements of this paragraph.





# Recruitment, Hiring, and Promotion

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*“Building upon the fundamentals of reform, we will continue to expound on improving organizational processes and procedures. Our mission and direction remain clear: we shall remain intentional on process improvements that are rooted in strategic management, strong policy development and implementation. We will center our resources on value positioning and strong organizational value.”*

**–Assistant Director LeKeshia K. Royal, Human Resources  
(Office of Public Safety Administration)**

Goal: CPD is committed to recruiting and hiring ideal candidates for the position of Police Officer that reflect the diverse communities of Chicago. This commitment is critical to maintain a professional police force, continue to build community trust and confidence, increase legitimacy, and reduce perceptions of bias. Purpose Brand Marketing was hired by CPD to design and develop a marketing campaign that would resonate with all audiences, especially those in minority neighborhoods. Purpose Brand conducted multiple focus groups to gather feedback and determined that the prevailing concept was the importance of community engagement. CPD is looking forward to the development of a campaign that focuses on community relationships.

## *Recruitment, Hiring, and Promotions Through IMR-11*

During the eleventh reporting period, we demonstrated continued progress. Our Department maintained compliance on all paragraphs and made additional adjustments recommended by the IMT. In addition, we have also regularly update job descriptions and continued efforts to define criteria more clearing for promotion decisions.

In our continued effort, we continue working with DCI Consulting. Since IMR-9, DCI consulting completed an independent expert assessment of CPD's Sergeant and Lieutenant Promotion process. During this IMR, we are developing systems that provide insights into the DCI implementation plan.







## *CPD Recruitment Officer Training Materials*

- ***Relevant Consent Decree Paragraph(s): 253, 254, 258, and 259***

Our Recruitment Officer Training materials were revised upon review and comments of the IMT. Such materials updated were the lesson plans and PowerPoint slide-deck. The lesson plan and power point detail formalized training for officers detailed to the CPD RRU. We believe these revisions reflect the Department's efforts to ensure that its recruitment, hiring and promotion policies and practices are lawful, fair, consistent with best practices, and anti-discrimination laws. While also providing clear guidance on its policies and procedures for recruiting, hiring, and promoting police officers and will clearly allocate responsibilities. These materials were updated to reflect on the anticipated training period of October 2024.

## *OIG eLearning*

- ***Relevant Consent Decree Paragraph(s): 257***

The Office of Public Safety Administration (OPSA) collaborated with the Office of Inspector General (OIG) to ensure the new language within the eLearning was accurate and sufficiently informs members of the role of the OIG in overseeing hiring and promotion processes.





# Training

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*“Police education must combine historical lessons learned and our guiding principles (procedural justice, impartial policing, de-escalation, community policing, and constitutional policing) with the constant potential of unpredictability that our officers face. Doing this will prepare our officers to effectively respond in an ethical manner to the needs of all people in our community. Collaborative education like this upholds the department’s highest priority, the sanctity of human life, which includes the wellness of our department members.”*

**–Sergeant Timothy Finley, Training and Support Group**

Goals: Training of CPD members, both recruits and active members, is essential to ensure that members are policing diligently, safely, and with an understanding of and commitment to the constitutional rights of all individuals they encounter. Additionally, at this stage of the Consent Decree, CPD must provide all non-probationary police officers who are active duty and available for assignment forty hours of in-service training annually. This training must consist of a minimum of 24-hours of mandatory in-person courses.

The Training section of the consent decree describes how the Department will ensure that all members are well-equipped to carry out their duties at every phase of their careers, from their time as recruits to their field training to their annual in-service training to the training provided to newly promoted supervisors. This section also outlines the oversight and development of new training materials to ensure that the Department curriculum adheres to the core principles of reform and transformation, such as community policing, de-escalation, impartial policing, and procedural justice.

## *Training Progress Through IMR-11*

During the eleventh reporting period, we made significant strides in training as part of its ongoing efforts to meet the Consent Decree requirements. The Training and Support Division played a key role in overseeing department-wide training needs and collaborating with other divisions to develop new specialized courses and provide leadership in trainer development for Field Training Officers and Instructors.

We completed the 2024 Training Plan, which included at least 40 hours of In-Service Training (IST) based on the 2024 Needs Assessment, prioritizing key training for the Democratic National Convention. Additionally, we expanded its

Training Needs Assessment process, allowing for the creation of a comprehensive 2025 Annual Training Plan. This plan includes a 40-hour IST program, eLearning courses, recruit training, and specialized courses in compliance with the Consent Decree, ILETSB, and CALEA standards. The 2025 plan also introduces a five-year strategy for scheduling refresher courses.

Our Department further advanced training efforts by collaborating with community organizations and external partners in the development and delivery of training courses. In addition, progress was made in enhancing the sustainability and quality of the Field Training and Evaluation Program (FTEP), which is crucial for preparing Probationary Police Officers (PPOs). We increased the number of Field Training Officers (FTOs) to meet the needs of a larger PPO cohort, ensuring that officers receive sufficient field training before becoming field qualified.

## *BWC eLearning 95% Compliance*

- *Relevant Consent Decree Paragraph(s): 236, 237, 238, 239, 240, 241, and 291*

Consent Decree paragraphs 236-242 discuss the use of body worn cameras. Paragraph 291 requires the Education and Training Division to document training provided to or received by CPD members. The Use of Force section of the Consent Decree sets standards for uses of force by CPD members.

## *TOC Oversight of Procedural Justice, De-escalation, and Community Policing Integration into CPD Training*

- *Relevant Consent Decree Paragraph(s): 275*

During this reporting period, we provided materials from the TOC monthly meetings, which included guidance on procedural justice, de-escalation, impartial policing, and community policing. The submitted meeting minutes also included lesson plans and curricula (such as LEMART/Wellness Training and updates on De-escalation, Response to Resistance, and Use of Force Policy) for IMT review, consistently incorporating these key concepts.





## *TOC to Oversee Integration of Active Learning Methods into CPD Training Delivery*

- *Relevant Consent Decree Paragraph(s): 276*

In this reporting period, we provided monthly Training Oversight Committee (TOC) meeting minutes, along with the 2025 De-Escalation, Response to Resistance, and Use of Force training, as well as the 2025 De-Escalation, Response to Resistance, Use of Force – Unknown/High-Risk Transitional Vehicle Stops training. The TOC meeting minutes highlighted the committee's active involvement in content discussions and their established process for reviewing, overseeing, and ensuring the integration of instructional strategies.

## *TOC to Oversee Integration of Active Learning Methods into CPD Training Delivery*

- *Relevant Consent Decree Paragraph(s): 278*

We have produced monthly TOC meeting minutes, which demonstrated that the TOC has established an oversight process for incorporations of legal and policy changes and are holding discussions on such material changes. This oversight process includes the addition of subcommittee assignments and report outs, a required composition of the TOC, and meeting minutes reflecting report outs.

## *CPD's Ongoing Revisions to Recruit Training Curriculum and Compliance with Training Plan*

- *Relevant Consent Decree Paragraph(s): 295*

We have shown a clear process to meet the requirements of this paragraph. In this reporting period, we submitted S11-10-01, Recruit Training, along with multiple revisions. The IMT also reviewed the implementation of a compliant Needs Assessment process, the involvement of the TOC in training decisions, and the timely adoption of an annual Training Plan. These measures confirm that the Department has established a reliable process for updating recruit training. As a result, we have achieved Secondary compliance with the requirements of ¶295.

## *CPD to Require End-of-Course Evaluations for Recruits' Knowledge and Skills*

- *Relevant Consent Decree Paragraph(s): 297*

In this reporting period, we submitted S11-10-01, Recruit Training, the 2025 Annual Training Plan, and the Recruit Evaluation. Our submission of the Recruit Evaluation substantiates Secondary compliance as it demonstrates the end-of-course evaluative instruments that were applied to all recruits and substantiates that those who passed the course had requisite policing knowledge and skills.







## *CPD to Implement In-Service Training Program in Accordance with Training Plan and Agreement Goals*

- ***Relevant Consent Decree Paragraph(s): 319***

The IMT reviewed the 2025 Annual Training Plan, which includes significant improvements to lay out a standardized, systematic operation plan for the 2025 training cycle as part of a larger five-year training plan. The IMT also reviewed the annual In-Service Training materials in relation to the previously submitted 2024 Annual Training Plan.

## *TIRSA Training Materials*

- ***Relevant Consent Decree Paragraph(s): 320, 321, 323, 62***

Paragraphs 320, 321, and 323 set forth specific requirements for our Annual In-Service training program, including that we provide 40 hours of annual in-service training beginning in 2021. Consent Decree paragraph 62 requires that all officers receive in-service training every three years to ensure that our response to allegations of gender-based violence, including dispatch response, initial officer response, and on-scene and follow-up investigation, is effective and unbiased. The State of Illinois requires the completion of the Trauma Informed Response to Sexual Assault / Abuse by law enforcement agencies every three years. We intend to administer this eLearning and satisfy the state requirement in the 4th Quarter of 2024. The completion of this training in 2024 should count towards the required 40 hours of in-service training in 2024.

The Illinois Law Enforcement Training and Standards Board Executive Institute eLearning titled Trauma Informed Response to Sexual Assault/Abuse (TIRSA) is an 8-hour online learning course that satisfies the State of Illinois triennial legal requirement for Sexual Assault Trauma Informed Response. This course was previously reviewed by the IMT and OAG in Q4 of 202 and approved for use in the 2020 32-hour in-service training program. This 8-hour eLearning training is broken into two program (I & II).

## *Civilian Supervisor Leadership Training*

- ***Relevant Consent Decree Paragraph(s): 337***

Consent Decree paragraph 337 discusses supervisory training. The Department provides training for the supervisory rank for all civilians and sworn on an annual basis. We ensure that all supervisors who are active duty and available for assignment also receive in-service training consistent with the requirements of our In-Service Training Program. The “Civilian Leadership Training” will be used to train all civilian rank personnel with title codes that are of supervisory rank. This will be provided by the Institute for Law Enforcement Administration and is proprietary with limitations allowed on revisions. This training consists of lesson plans, videos, handouts, and bios of the visiting instructors.

## *CPD 2025 Annual Training Plan*

- ***Relevant Consent Decree Paragraph(s): 270, 37, 273, 274, 275, 276, 277, 278, 280, 281 282, 283, 284, 285, 286, 287, 288, 289, 290, 296, 297, 298, 299, 303, 314, 317, 318, 319, 321, 324, 326, 327, 331, 332, 333, 334, and 414***

Consent Decree paragraph 270 requires the Training Oversight Committee to continue review and oversee the Department’s training program. Consent Decree paragraph 271 requires the Training Division to conduct an annual needs assessment under the supervision of the Training Oversight Committee. Consent Decree paragraph 272 requires the Training Division to develop a written Training Plan for recruits, field, in-service, and pre-service promotional members. The Training Plan must be reviewed and approved by the Training Oversight Committee.

The Department is committed to continually strengthening relationships both within the Department with external partners to ensure that these stakeholders have an active in choosing the types of methods of training used by the Department. The 2025 Training Plan and 5-Year Strategic Plan provide a roadmap for how comprehensive reform fundamentally impacts training. The Department values and appreciates the expertise and input provided by collaborating partners to further the transformation.

We developed the 2025 Training Plan and posted the plan for public and member comment in June 2024 and evidence of this posting was produced on June 27, 2024. The 2024 Training Needs Assessment identified operational performance gaps, recommended training topics, and proposed a variety of training options for the Department.

The Training Plan provides a comprehensive roadmap for all identified training priorities for the year as well as a five-year strategic plan to ensure that the Chicago Police Department complies with all training mandates and training needs, provides training on topics on scheduled intervals to ensure members maintain competency, skills, and abilities, and keep them informed with updated Department directives and best practices. The Department's vision statement to keep all people in Chicago safe, supported, and proud of the Department is the foundational structure used to train Department members at every level. This Training Plan highlights topics prioritized for recruit, field, in-service, and pre-service promotional training. The Department goal is to ensure Chicago is served by well-trained police officers who both the Department and all communities can take pride in.

## *Annual In-Service Training Program*

- *Relevant Consent Decree Paragraph(s): 320, 321, 323, 62*

Consent Decree paragraphs 320, 321, and 323 set for specific requirements for our Annual In-Service training program, including that we provide 40 hours of Annual In-Service training beginning in 2021. The Consent Decree paragraph 62 requires that all officers receive in-service training every three years to ensure that our response to allegations of gender-based violence, including dispatch response, initial office response, and on-scene and follow-up investigation, is effective and unbiased. The State of Illinois requires the completion of the Trauma Informed Response to Sexual Assault / Abuse by law enforcement agencies every three years. The Department administered this eLearning and satisfied the state requirement in the 4th Quarter of 2024.

## *FTO/PPO 1:1 Ratio for Recruit Group 23-07 through 23-10*

- *Relevant Consent Decree Paragraph(s): 320, 321, 323, 62*

We continue to strive for an effective field training and evaluation program. In order to continue compliance efforts, we maintained a 1:1 ratio throughout the year.

## *FTO Refresher Attendance 96.23%*

- *Relevant Consent Decree Paragraph(s): 275, 276, 303, 313, 314, 320, and 323*

Paragraphs 303 and 313-315 discuss the Field Training and Evaluation Program and lay out specific requirements for the program and the process by which the evaluations should occur. Paragraphs 317-324 discuss the In-Service training program and lay out specific requirements for the program. The FTO Refresher Training was rolled out in March 2024 and took a short recess during the Democratic National Convention. The FTO Refresher Training reconvened in November of 2024 and achieved 96.23% completion as of December 17, 2024.

## *Foot Pursuit Policy Training 95% Compliance*

- *Relevant Consent Decree Paragraph(s): 171, and 291*

We produced the 2024 Foot Pursuit Training eLearning with 95% completion. Preliminary compliance was established with CPD department policy, secondary was achieved with previous Foot Pursuit Training and Annual Use of Force Training.

## *Field Force Operations Public Order Public Safety Compliance*

- *Relevant Consent Decree Paragraph(s): 213, 214, 215, 291, 320, 321, 323*

The Department met 95% compliance for the Field Force Operations Public Order Public Safety.



## *2024 DRUCMA 95% compliance*

- *Relevant Consent Decree Paragraph(s): 20, 52, 53, 72, 74, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 173, 175, 176, 178, 188, 189, 190, 191, 200, 201, 204, 205, 207, 208, 209, 211, 213, 214, 215, 216, 217, 218, 219, 220, 221, 226, 227, 243, 244, 245, 246, 277, 283, 291, 317, 320, 321, 323, 326, 386, 413, 437 and 571*

We submitted the 2024 De-escalation, Response to Resistance, Use of Force, and Coordinated Multiple Arrests is part of the mandatory In-Service Plan. Updates were done to the training and were derived from training observations conducted by the Coalition on August 1st, 2024 and COPA on July 31st, 2024. The submission demonstrated 95% compliance of the course completion.

## *2024 Taser 10 and Active Bystandership for Law Enforcement Compliance*

- *Relevant Consent Decree Paragraph(s): 59, 72, 74, 155, 156, 161, 162, 163, 164, 173, 174, 176 177, 197, 198, 199, 200, 201, 202, 203, 204, 219, 221, 243, 244, 245, 246, 277, 279, 282, 283, 284, 289, 291*

The Department produced the Taser 10 Training in December 2023, and the ABLE refresher was produced as well. Combined, these trainings are 8-hours and component of the 40 hr. In-Service Training for Sworn personnel for 2024. These fulfil compliance for the 2024 Taser 10 and Active Bystandership for Law Enforcement course.

## *2024 De-escalation, response to Resistance, Use of Force, and Coordinated Multiple Arrests*

- ***Relevant Consent Decree Paragraph(s): 20, 52, 53, 72, 74, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 173, 175, 176, 178, 188, 189, 190, 191, 200, 201, 204, 205, 207, 208, 209, 211, 213, 214, 215, 216, 217, 218, 219, 220, 221, 226, 227, 243, 244, 245, 246, 277, 283, 317, 320, 321, 323, 326, 386, 413, 437 and 571***

The 2024 De-escalation, Response to Resistance, Use of Force, and Coordinated Multiple Arrests is part of the mandatory in-service training plan. These updates to the training were derived from training observations conducted by the coalition. The training continues to comply with the principles of the consent decree and its paragraphs as follows: Scenario Based Exercises; De-escalation; Resolution without Use of Force; Rendering Aid; Pointing Policy; Concepts of Impartial Policing; Community Engagement in Development of Training. Additionally, this training will be part of the Annual In-Service Training requirement pursuant to paragraphs 317, 320, 321, 323, and 326.

## *2025 In-Service Supervisors Training*

- ***Relevant Consent Decree Paragraph(s): 19, 22 – 25, 27, 45, 47, 52 – 53, 57, 60 – 64, 68 – 70, 72, 79 – 80, 136, 156, 158 – 160, 174, 193, 217, 228, 236 – 240, 242, 317, 330, 353, 355, 587 – 604***

The 2024 Annual Supervisor In-Service is to acknowledge and investigate the successful elements of the 2024 Democratic National Convention regarding leadership mindset, emotional and environmental intelligence, First Amendment rights and assemblies, Department Policy and procedures regarding the management of large gatherings/crowds and coordinated multiple arrest situations and historical and current data trends as it related to leadership displayed at the 2024 Democratic National Convention. This training encourages supervisors to model servant leadership, foster resilient teams, and utilize Department resources and feedback loops, to make ethical decision-making that upholds the safety and constitutional rights within their local communities they serve and the units they supervise in. This is a first-time submission for the 2025 in-service Supervisors Training, and it is a part of the mandatory in-service plan for supervisors. This training is produced and conducted on an annual basis.

## *CPD to Implement Field Training Component for New Sergeants and Lieutenants as Part of Pre-Service Promotional Training*

- ***Relevant Consent Decree Paragraph(s): 335***

The Department provided documentation for pre-service shadow day assignments for Sergeants and Lieutenants, fulfilling the requirements of ¶335. The IMT also reviewed the 2025 Annual Training Plan, which incorporates these requirements alongside the previously reviewed S11-10-02 Pre-Service Training. Section A.6. of S11-10-02 supports preliminary compliance, while the updated training schedules, job shadow assignments, and attendance records indicate that Secondary compliance has been achieved.

## *CPD to Develop Formalized Structure for Field Training Component Within 30 Days for Consistency Across Districts*

- ***Relevant Consent Decree Paragraph(s): 336***

The Department provided documentation for pre-service shadow day assignments for Sergeants and Lieutenants, along with the 2025 Annual Training Plan and S11-10-02 Pre-Service Training. The pre-service Sergeant field training included two full 8.5-hour shifts, one observing district station supervisors and another observing field Sergeants. The Department also provided detailed guidance for District Commanders, outlining eligible sergeants for training and expectations for the pre-service training, including a checklist and matrix. Similarly, pre-service Lieutenants conducted two days of field observation in October 2024, with clear training objectives and expectations outlined for District Commanders. These field training assignments ensure that supervisory responsibilities and skills are adequately covered before Sergeants and Lieutenants take on full supervisory roles







# Supervision

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*“Ensuring our officers have consistent and high-quality supervision is the key to success in our reform efforts. As we invest in reforming our staffing models to build a reliable supervision framework, we simultaneously fortify accountability mechanisms, support officer wellness efforts, and promote community policing by allowing members to gain a strong familiarity with the community they operate in.”*

**–Commander Michael Tate, Bureau of Patrol, 006th District.**

Goals: To provide effective supervision necessary for members to perform their duties lawfully, safely, and effectively. Additionally, supervisors are to have the opportunity to spend time with members under their supervision to allow them to prevent, identify, and correct adverse officer behavior.

The Supervision section of the consent decree acknowledges the need for CPD members to receive high-quality leadership, mentorship, and support from their supervisors. This section outlines the core structural and procedural changes that will enable the Department to strengthen supervisory oversight, including a new staffing model, new policies to govern supervisory responsibilities, and an overhauled performance evaluation process for the entire Department.

## *Supervision Progress Through IMR-11*

During the eleventh reporting period, the IMT and the Department held regular meetings, allowing the IMT to gather essential information for assessing compliance with the Consent Decree. Discussions focused on the Unity of Command and Span of Control pilot programs, the TRR Supervisory Dashboard, the Watch Sheet Application, and Supervisor Management Logs. These interactions between the IMT, the Department, command staff, and project managers enhanced collaboration and fostered a partnership that incorporated diverse perspectives. This approach led to more innovative and effective solutions, improving communication, clarifying expectations, and reducing misunderstandings related to Supervision paragraphs, methodologies, work products, and compliance goals.

## *CPD Will Ensure Supervisors Perform Duties in Compliance with CPD Policy and Agreement Terms*

- ***Relevant Consent Decree Paragraph(s): 349***

The IMT reviewed records showing that at least 95% of supervisors completed the 2024 In-Service Supervisors Training and the 2024 Civilian Leadership Training. During this period, the IMT observed the delivery of the Annual In-Service Supervisors Training, noting that instructors adhered to lesson plans, engaged students, and created a collaborative learning environment. The Department also produced the Civilian Supervisor Leadership Training, marking the first time non-sworn supervisors received this type of training. The IMT and OAG reviewed and approved the materials, and the training focused on leadership skills, with positive feedback from participants. Additionally, the IMT observed the Public Order Public Safety Basic (POPS-B) training field exercises and their application during the Democratic National Convention.

## *CPD Staffing and Allocation for Compliance with Agreement Requirements*

- ***Relevant Consent Decree Paragraph(s): 356***

During the tenth reporting period, the Department selected Matrix as the vendor for the Workforce Allocation Study (WFA Study). By the eleventh reporting period, the Department finalized a vendor agreement and scope of work, achieving Preliminary compliance with ¶356. The Department has stated that the WFA Study is expected to be completed by December 2025, with bi-weekly progress meetings and monthly steering committee meetings involving CPD, Matrix, and Civil Consulting Alliance.

## *D20-02 “Unity of Command and Span of Control – Pilot Program”*

- *Relevant Consent Decree Paragraph(s): 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, and 367*

The Research and Development Division submitted an updated directive, the D20-02 Unity of Command and Span of Control. The IMT/OAG provided a no objection letter but requested some revisions which were revised and updated in this submission.

## *BOPSO 24-06.02 District Tactical Teams*

- *Relevant Consent Decree Paragraph(s): 366*

The Department Submitted the “BOPSO 24-06.02 District Tactical Teams” as supporting material to fulfill the requirements of the Unity of Command and Span of Control for preliminary compliance for paragraph 366. This material identifies the function of district tactical teams along with the duties and responsibilities of district tactical team members. In addition, the submission contains updated language that supports the principals of Unity of Command and Span of Control:

- Unity of Command is defined as police officers who are assigned to a specific reviewing sergeant who works in the same regular day off (RDO) group and the same geographical area/sector as his or her as signed officers
- Span of Control is defined as the ratio of police officers to sergeants assigned to field patrol duties on any given watch.





## *Supervision Pilot Evaluation Committee Meeting*

- *Relevant Consent Decree Paragraph(s): 347, 359, 360, 361, 363, 362, 364, 367, 369, 370 – 376, and 601*

In this IMR-11, Supervision Evaluation Committee Meeting was held for a second time at PSHQ and had productive conversations on the pilot programs with all different ranks within pilot districts. The Supervision Pilot Evaluation Committee Meeting submission is a reoccurring submission. The IMT reviewed whether the Department assessed the Unity of Command and Span of Control and Performance Evaluation System (PES) pilot programs, made adjustments to ensure successful implementation of the programs' requirements in the pilot districts and established an Evaluation Committee to oversee the pilot programs.

# Officer Wellness

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*“Prevention, intervention, and postvention are all factors related to wellness initiatives for members of the Chicago Police Department; reform allows for examination of programming related to each factor and tailoring of initiatives to best serve the talented and dedicated members of the Chicago Police Department.”*

**–Sergeant Beata Staszewski, Employee Assistance Program (EAP)/  
Professional Counseling Division**

Goals: Psychological and emotional wellness are critical to officers' health, relationships, job performance, and safety and are necessary to achieve a healthy, effective, and constitutionally compliant police force. CPD is to provide its members with adequate support systems to treat members experiencing mental health, substance abuse, and other emotional challenges as well as to cope with the consequences that come from their service to the public.

The Officer Wellness section of the consent decree reflects the Department's activities to ensure that all of its members and their families are well taken care of throughout their careers, ensuring they can cope with the daily pressures of their jobs or any specific traumatic incidents they may have experienced. It is more important than ever that our officers have resources available to them to ensure they are at their best at work. This is vital to ensuring healthy police-community interactions and relationships.

## *Officer Wellness and Support Progress Through IMR-11*

During the eleventh reporting period, we made significant progress in supporting member wellness, including ensuring the availability of on-site counseling during the Democratic National Convention and maintaining Full compliance with several Consent Decree paragraphs. The Department also continued partnerships to improve wellness assessments and communication, initiated a Workforce Allocation Study, and prioritized wellness training.

However, challenges remain, including delays in determining response times for services and ongoing reliance on manual data collection instead of a technology-driven system. While the Department is developing a new system with a vendor to track wellness data, the IMT emphasizes the importance of automating appointment request tracking to improve efficiency and compliance.

We continue making strides in staffing, with nearly full capacity of 21 mental health clinicians, and continues to collaborate with the University of Chicago on a needs assessment. Progress has stalled on producing a fitness-for-duty policy, and some confusion remains regarding the process.

Additionally, we successfully trained over 95% of eligible members on various wellness topics. Going forward, the IMT anticipates more discussions on how wellness training curricula are developed, including how subject matter experts are selected.

## *CPD will conduct a needs assessment to identify additional resources for support services*

- ***Relevant Consent Decree Paragraph(s): 382***

We have reached Full compliance with ¶382 after completing two needs assessments to identify necessary additional support services. The Department is now collaborating with the University of Chicago to develop a statistically valid survey for the next assessment, which is expected to be completed during the twelfth reporting period.

## *CPD to provide referrals for external counseling services when specialized support is needed*

- ***Relevant Consent Decree Paragraph(s): 394***

In the eleventh reporting period, we provided the PCD EAP Referrals Overview Month-to-Month Trend Analysis (Q2 April-June 2024), which includes anonymized data on referrals to external clinical service providers. During monthly meetings, we shared additional data on referral numbers and types of facilities, such as hospitals and rehab centers.





## *Annual Audit of the Traumatic Incident Stress Management Program (TISMP)*

- ***Relevant Consent Decree Paragraph(s): 407, 408, 410, 411***

This annual audit assesses compliance of the Traumatic Incident Stress Management Program (TISMP) with the procedures set forth in the Department's Employee Order E06-03. The Audit Division analyzed data from January 1, 2023, to December 31, 2023, for this year's audit. The Audit Division conducted the analysis between July and October 2024. This submission was provided to the Independent Monitoring Team to seek achievement of full compliance for paragraphs 407, 408, 410 and 411.

The mission of the Audit Division is to provide quality, independent, and objective assessment of the operations, processes, and internal controls in support of the Department. All audits, reviews, and advisements are intended to provide objective information to inform decision-making and to help improve the internal transparency and accountability of the Department's operations.

The Audit Division recognizes the standards and guidance contained in the Institute of Internal Auditor's Internal Standard of the Professional Practice of Internal Auditing. The Audit Division strives to comply with these standards in order to maintain the highest caliber of professionalism in conducting its audits and reviews.

## *2024 Peer Support 8 Hour Refresher*

- ***Relevant Consent Decree Paragraph(s): 404***

The 2024 Peer Support 8 Hour Refresher package was completed and produced. This training serves to support Consent Decree Paragraph 404 compliance and Employee Resource E06-01, 'Professional Counseling Division'. Consent Decree paragraph 404 requires ensuring Peer Support Services be available to officers.

These services should comply with written procedures and be approved by a licensed mental health professional. The instructional goals of the lesson:

- The purpose of this course is to enhance and refresh skills that Chicago Police Department Peer Support members acquired in their initial 40-hour Peer Support Training
- Skills such as suicide assessment, listening, self-care, and referral of Individuals to other supportive services as appropriate is emphasized
- Information regarding regulation and best practices for the Peer Support Program is reviewed, including General Orders, recommendations promoted by International Association of Chiefs of Police (IACP), as well as state law.

By reviewing relevant regulations, best practices, and the latest recommendations from the IACP and state law, the course ensures that Chicago Police Department Peer Support members are equipped with the necessary tools and knowledge to effectively assist officers in need, all while maintaining compliance with established procedures and professional standards.

## *Chaplain Standard operating procedure and training*

- ***Relevant Consent Decree Paragraph(s): 408, 641***

The Department is committed to ensuring the safety and well-being of all sworn, civilian, and retired members, along with their immediate families, to the greatest extent possible. The Department acknowledges that our personnel may face personal difficulties impacting their personal and professional lives and those of their immediate family members. In alignment to this commitment, the CPD Chaplains Unit, a program under the Professional Counseling Division/EAP, supports the wellness of any sworn, civilian, and retired member and their immediate families who voluntarily seek consultation with CPD Chaplains. The CPD Chaplains provide ministry to all, irrespective of religious denomination, always respecting those they serve.

The Consent Decree paragraph 406 requires us to develop and adopt a standard operating procedure outlining the roles of the Chaplains Unit. This training was updated and now contains an overview of SOP 20-01, “Chicago Police Department Chaplains Unit” that was revised in August 2024. This update articulates best practices for Chaplains of







the Chicago Police Department. It was advised that the delivery of the training should be via eLearning for all Active Department Chaplains. The Chaplain SOP eLearning was submitted for paragraph 641 compliance and for full compliance with paragraph 406.

## *CPD TISMP eLearning*

- *Relevant Consent Decree Paragraph(s): 291, 407, 408*

The Consent Decree paragraph 407 requires us to require members to complete the requirements of the Traumatic Incident Stress Management Program after experiencing a duty-related traumatic incident. The Department achieved preliminary compliance with E06-03 which underwent a required 2-year review in IMR-8. The Department has developed an eLearning to train on this policy. We provided training to this eLearning to members as of October 1, 2024. We achieved a 95% completion of the training for IMR-11.

## *CPD to Provide Stress Management, Substance Abuse, and Wellness Training Every Three Years*

- *Relevant Consent Decree Paragraph(s): 414*

The Department provided attendance records showing that over 95% of eligible members completed various training programs, including the 2024 Annual In-Service Supervisors Training, Traumatic Incident Stress Management (TISMP) eLearning, Law Enforcement Medical and Rescue Training/Officer Wellness and Resilience (LEMART), 2024 De-Escalation, Response to Resistance, and Use of Force, Coordinated Multiple Arrests Training, and our WELMART Training Enhancements.



## *Officer Wellness and Support and Implementation, Enforcement and Monitoring*

- *Relevant Consent Decree Paragraph(s): 389, 390, 391, 392, 394, 395, 396, 397, 398, 400, 401, 402, 404, 414 and 636*

After conducting a two-year review of the directive to evaluate whether the directive provides effective guidance and direction the Research and Development Division, in consultation with the Professional Counseling Division,

determined the directive needed some minor revisions which would not affect the preliminary compliance status already attained. These revisions were in accordance with paragraph 636. E06-01 Professional Counseling Division was reviewed. Small revisions were made to the directive, including adding the Chaplain's ministry information to the directive and updating the confidentiality section. These revisions maintain the codified preliminary compliance with paragraphs 389, 390, 391, 392, 394, 395, 396, 397, 398, 400, 401, 402, 404 and 414.

## *LCSW Biennial License Renewal for 2023 – 2025*

- *Relevant Consent Decree Paragraph(s): 390, 391, 392 and 396*

One our submissions for this IMR provided the licensing and certification for both LCSWs (Licensed Clinical Social Workers) and LCPCs (Licensed Clinical Professional Counselors). They are specific to each state, and the expiration dates and requirements for renewal can vary. In the State of Illinois, LCSW licenses expire on November 30 of odd numbered years. The Professional Counseling Division continues to expand its team to meet the needs of the department. PCD continues to submit any updated Licenses of their LCPC's and LCSW's every 6 months.

## *U05-02 Department Equipment and Property Control System*

- *Relevant Consent Decree Paragraph(s): 415, 416, and 417*

The Research and Development Division achieved preliminary compliance with paragraphs 415, 416, and 417 by submitting "Department Equipment and Property Control System" earlier in the year. Additionally, The Research and Development Division is submitting the directive titled U05-02 "Department Equipment and Property Control System," as part of the final compliance. The current policy was revised to reflect the implementation of the auditing schedule for Department-wide equipment and technology.







## *Illinois Certified AODA-CADA*

- *Relevant Consent Decree Paragraph(s): 400*

The Officer Wellness section of the Consent Decree sets standards for wellness initiatives and policies conducted by the Department for its members. The Professional Counseling Division submitted documentation To/From to demonstrate compliance with paragraph 400, in that the Department systematically ensures its alcohol and drug counselors have the necessary certifications. The Independent Monitors, the Office of the Attorney General and the Chicago Police Department agreed to produce the relevant records for the alcohol and drug counselors twice a year. This will occur once per reporting period, to ensure that the IMT remains apprised of any changes in the AODA certification requirement, as well as their ongoing progress. The Professional Counseling Division currently has five certified Alcohol and Other Drug Abuse (AODA) counselors assigned. Which includes one officer as a Supervising Substance Abuse Counselor.

## *Accomplishments and Activities*

- *Relevant Consent Decree Paragraph(s): 381, 382, 383, 384, 389, 406*

The Professional Counseling Division submitted PCD EAP Accomplishments and Activities Month to Month Trend Analysis of EAP Services Usage (Q1: January 2024 – March 2024) to maintain multiple compliance levels. The submission outlined a trend analysis of Employee Assistance Program (EAP) services usage. This analysis provides valuable insights into the patterns and trends of EAP services, helping to guide future resource allocation, service delivery improvements, and potential areas for further investigation.

## *CPD will provide access to exercise equipment at facilities citywide for member well-being*

- *Relevant Consent Decree Paragraph(s): 418*

In the eleventh reporting period, the Department informed the IMT that the OPSA is addressing concerns and plans to deliver the next fitness equipment audit in the twelfth reporting period, aiming for Secondary compliance with ¶418.

# Accountability & Transparency

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*“The Bureau of Internal Affairs continues in its mission to conduct fair, timely, and thorough investigations into allegations of police misconduct. We also seek to engage the community we serve and provide investigative status updates to involved parties, as well as provide publicly available data dashboards and access to closed administrative summaries. To further transparency, we are exploring the use of mediation between all parties (public and police) in investigations to discuss allegations of misconduct and seek resolution.”*

**- Deputy Chief Traci Walker, Bureau of Internal Affairs**

Goals: Officer accountability for misconduct is essential to public confidence, employee safety, and officer morale. CPD and other City agencies are to ensure the process for submitting and pursuing complaints that allege violations of CPD policy or the law by CPD members is open and accessible for all individuals who wish to file complaints.

The Accountability & Transparency section of the consent decree outlines the mechanisms by which the Department and other City entities, such as the Civilian Office of Police Accountability (COPA), will ensure that allegations of police misconduct are solicited, investigated, and resolved in a timely and fair manner. An investigative process that is grounded in legitimacy, transparency, and fairness is vital to building the public's trust in the Department's and the City's ability to hold its officers accountable when an allegation of misconduct has been proven to be true. Furthermore, this section of the consent decree clarifies the nature and frequency with which the Department needs to provide certain information to the public.

## *Accountability and Transparency Progress Through IMR-11*

The Accountability and Transparency section of the Consent Decree requires reform across multiple City entities, including CPD, Bureau of Internal Affairs (BIA), COPA, the Police Board, and the newly involved Community Commission for Public Safety and Accountability (CCPSA). This section sets clear obligations for each entity, creating a complex accountability system that demands effective communication and collaboration.

In the tenth and eleventh reporting periods, their relationship improved, with COPA gaining better access to data. The CPD, COPA, and the Police Board have held regular meetings with the IMT and OAG, while the CCPSA started monthly meetings that were mostly canceled by the City. The IMT also held frequent individual meetings to address challenges, clarify compliance approaches, and offer technical support. These more flexible, direct communications are expected to support continued progress and compliance with the Consent Decree.

## *Improved Access and Transparency in Filing Complaints with COPA and CPD*

- *Relevant Consent Decree Paragraph(s): 425 and 426*

In the eleventh reporting period, the Department achieved full compliance with §§425–26, while COPA maintained full compliance. The IMT reviewed various resources, including our web pages for filing complaints (both anonymous and regular), the COPA case portal, the Chicago Data Portal, and individual log submissions.

## *Continued Availability and Internal Dissemination of CPD's Anonymous Reporting Website for Officer Misconduct*

- *Relevant Consent Decree Paragraph(s): 429*

The IMT reviewed various resources, including our web pages for filing both regular and anonymous complaints, the COPA case portal, the Chicago Data Portal, and individual log submissions.

## *CPD Policies to Protect and Encourage Reporting of Misconduct by Members*

- *Relevant Consent Decree Paragraph(s): 436*

The IMT reviewed our case management system (CMS) data for 2023 and 2024, focusing on category codes and keywords related to misconduct, such as discrimination, retaliation, interference, intimidation, coercion, and adverse actions. The review also included investigations linked to specific log numbers and their statuses (e.g., closed with no policy violation or ongoing). The data confirmed that our Department has effective policies and practices in place to encourage and protect members who report misconduct, ensuring that retaliation, intimidation, coercion, and adverse actions are prohibited.



## *CPD's Prohibition of Retaliation, Intimidation, Coercion, and Adverse Actions Against Reporters and Cooperators*

- *Relevant Consent Decree Paragraph(s): 437*

The IMT reviewed our case management system (CMS) data for 2023 and 2024, focusing on key terms related to prohibited conduct (e.g., discrimination, retaliation, intimidation, coercion, and adverse actions) and the status of related investigations. The review showed that our Department has effective policies in place to protect and encourage members to report misconduct, ensuring that retaliation, intimidation, coercion, and adverse actions are prohibited.

## *Development and Implementation of an Electronic Case Management System (CMS) by City, CPD, and COPA*

- *Relevant Consent Decree Paragraph(s): 438*

The IMT reviewed various resources, including our web pages for filing complaints (both regular and anonymous), the COPA case portal, the Chicago Data Portal, and individual log submissions.

## *Tracking of Non-Confidential Complaints by Complainants and Representatives*

- *Relevant Consent Decree Paragraph(s): 439*

In the eleventh reporting period, the Department achieved Secondary and Full compliance with ¶439, while COPA maintained Full compliance. COPA provided documentation confirming Full compliance with ¶439. To reach Secondary compliance, we demonstrated that at least 95% of its members completed the BIA Accountability Supplemental eLearning, which addressed the requirements of this paragraph.

The IMT reviewed various resources, including our web pages for filing complaints (both regular and anonymous), the COPA case portal, the Chicago Data Portal, and individual log submissions.

## *Review and Reporting of Sexual Misconduct Investigations by Deputy PSIG*

- ***Relevant Consent Decree Paragraph(s): 444***

In the eleventh reporting period, we achieved Secondary compliance, while COPA maintained Full compliance with ¶444. Since all relevant City entities must reach compliance to bring the City as a whole into Full compliance, the City has not yet reached Full compliance.

COPA provided documentation confirming its Full compliance with ¶444 during this period. The IMT reviewed evidence that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which addressed the paragraph's requirements. Additionally, we provided a draft of its Prohibitions of Sexual Misconduct eLearning, which was under development by the end of the reporting period, with the IMT offering feedback.

## *Ongoing Status Updates for Investigations Exceeding 180 Days*

- ***Relevant Consent Decree Paragraph(s): 448***

In the eleventh reporting period, we achieved Secondary compliance with ¶448, while COPA maintained Full compliance. Since all relevant City entities must reach compliance for the City to be fully compliant, the City as a whole has not yet achieved Full compliance.

COPA provided documentation confirming Full compliance with ¶448 during this period. To assess Secondary compliance, the IMT reviewed evidence that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, covering the requirements of this paragraph. We also provided documentation showing that

at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included instruction on the Investigation Assignment and Timelines module. Additionally, we submitted a draft of its BIA Onboard Training for review, to which the IMT issued a no objection notice.

## *Documentation Requirement for CPD Members Reviewing Audio or Video Evidence*

- *Relevant Consent Decree Paragraph(s): 451*

During this reporting period, we submitted a draft of its G04-01, Preliminary Investigations, for review. The City, CPD, and OAG are still discussing whether the latest draft meets the Court's requirements for "public safety briefings." While the draft must ultimately comply with the Court's order, the IMT issued a no objection notice.

## *Continuation of Administrative Investigations During Criminal Investigations*

- *Relevant Consent Decree Paragraph(s): 453*

The IMT reviewed documentation showing that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, fulfilling the requirements of this paragraph. Additionally, we provided evidence that 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included a module on the Collection of Evidence and Interviews with Non-Department Members, addressing the paragraph's requirements.

## *Objective, Comprehensive, and Timely Investigations of Complaints by COPA, BIA, and Districts*

- ***Relevant Consent Decree Paragraph(s): 454***

In the eleventh reporting period, we achieved Secondary compliance with ¶454, while COPA maintained Full compliance. Since all relevant City entities must reach compliance for the City as a whole to be fully compliant, the City has not yet reached Full compliance.

COPA provided documentation confirming Full compliance with ¶454. The IMT reviewed evidence that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included instruction on the Investigation Assignment and Timelines module, addressing the requirements of this paragraph.

## *Standard of Proof for Investigative Findings in COPA and BIA Policies*

- ***Relevant Consent Decree Paragraph(s): 455***

In the eleventh reporting period, the Department achieved Secondary compliance with ¶455, while COPA maintained Full compliance. Since all relevant City entities must reach compliance for the City to be fully compliant, the City has not yet reached Full compliance.

To assess Secondary compliance, the IMT reviewed documentation showing that at least 95% of our members completed the BIA Accountability Supplemental eLearning, covering the paragraph's requirements. The Department also provided evidence that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included a module on Credibility, Standards of Proof, and Disciplinary Decision Making. Additionally, we submitted a draft of its BIA Onboard Training on these topics, and the IMT issued a no objection notice.





## *Review of Disciplinary Histories for CPD Members Prior to Employment with COPA or BIA*

- ***Relevant Consent Decree Paragraph(s): 456***

In the eleventh reporting period, the Department achieved Secondary compliance with ¶456, while COPA maintained Full compliance.

COPA provided documentation confirming Full compliance with ¶456. To assess Secondary compliance, the IMT reviewed evidence that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which addressed the requirements of this paragraph. We also provided documentation of its selection and vetting process, which includes evaluating the disciplinary histories of CPD members before they are assigned to BIA or appointed as Accountability Sergeants.

For Full compliance, we submitted a follow-up to the 2022 BIA Investigator and Accountability Sergeant Eligibility Audit for review.

## *Steps for Discovery and Preservation of Evidence in Preliminary Investigations*

- ***Relevant Consent Decree Paragraph(s): 460***

In the eleventh reporting period, the Department achieved Secondary compliance with ¶460, while COPA maintained Full compliance. COPA provided documentation confirming its continued compliance with ¶460. To maintain Preliminary compliance, the Department submitted its revised S08-01-04, Initial Investigatory Responsibilities in Log Number Investigations, for review, and the IMT issued a no objection notice.

For Secondary compliance, the IMT reviewed evidence that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which addressed the paragraph's requirements. The Department also showed

that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included instruction on the Investigation Assignment and Timelines module.

## *Comprehensive Investigation Protocols for Misconduct Cases by COPA, BIA, and Districts*

- ***Relevant Consent Decree Paragraph(s): 464***

In the eleventh reporting period, the Department Secondary compliance with ¶464, while COPA maintained Full compliance. COPA provided documentation confirming Full compliance with ¶464. To maintain Preliminary compliance, we submitted its revised S08-01-04, Initial Investigatory Responsibilities in Log Number Investigations, which was reviewed with no objections from the IMT. For Secondary compliance, the IMT confirmed that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training. This training covered the Audio Recording Interview Guidelines, the Collection of Evidence and Interviews with Non-Department Members, and the Investigation Assignment and Timelines modules, all of which addressed the requirements of this paragraph.

## *Guidelines for Administrative Interviews of CPD Members by COPA, BIA, and Districts*

- ***Relevant Consent Decree Paragraph(s): 465***

In the eleventh reporting period, the Department achieved Secondary compliance with ¶465, while COPA maintained Full compliance. The City has not yet achieved Full compliance as all relevant entities need to be in compliance for the City to be considered fully compliant. COPA provided documentation confirming its continued Full compliance. The IMT assessed Secondary compliance by reviewing documentation showing that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which covered the Audio Recording Interview Guidelines (Module 8) and Interviewing Department Members (Module 9), both of which met the requirements of ¶465.

## *Credibility Assessment Guidelines for COPA, BIA, and Districts in Investigations*

- *Relevant Consent Decree Paragraph(s): 466*

During the eleventh reporting period, the Department achieved Secondary compliance with ¶466, while COPA maintained Full compliance. The IMT reviewed evidence that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which covered modules on credibility, standards of proof, and disciplinary decision-making. Additionally, the Department provided a draft of its BIA onboarding training, which was reviewed and met with no objections from the IMT.

## *Clear Identification and Recommendation of Findings for Misconduct Allegations*

- *Relevant Consent Decree Paragraph(s): 467*

The Department reached Secondary compliance with ¶467, while COPA maintained Full compliance. The IMT reviewed evidence that 95% of CPD members completed the BIA Accountability Supplemental eLearning, addressing the requirements of this paragraph. Additionally, at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which covered credibility, standards of proof, and disciplinary decision-making. The Department also provided a draft of its BIA Onboard Training, which the IMT reviewed and gave a no objection notice.



## *Ensuring Fair and Unbiased Investigations in COPA, BIA, and Districts' Procedures*

- ***Relevant Consent Decree Paragraph(s): 468***

In the eleventh reporting period, the Department achieved Secondary compliance with ¶468, while COPA maintained Full compliance. The IMT reviewed evidence that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training. This training covered the Audio Recording Interview Guidelines, Collection of Evidence and Interviews with Non-Department Members, and Investigation Assignment and Timelines modules, addressing the requirements of this paragraph.

## *Ensuring COPA Delivers Investigative Findings and Recommendations within 180 Days, with Approved Extensions*

- ***Relevant Consent Decree Paragraph(s): 470***

In the eleventh reporting period, the Department and COPA achieved Full compliance with ¶470. The IMT assessed compliance by reviewing COPA's documentation of 180-day letters, which confirm that investigative findings and recommendations are made within 180 days of the investigation's initiation. The documentation also included written extensions approved by the Chief Administrator or their designee, with explanations for the reasons for granting or denying such extensions. COPA provided data on the percentage of cases meeting the 180-day timeline and those that missed it. Additionally, COPA submitted records of its training on Disciplinary and Remedial Recommendations.

## *Ensuring BIA Completes Investigative Findings and Recommendations Within 180 Days of Investigation Initiation*

- *Relevant Consent Decree Paragraph(s): 471*

The Department achieved Secondary compliance with ¶471 during the eleventh reporting period. To assess this, the IMT reviewed documentation confirming that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, covering the paragraph's requirements. The Department also provided documentation showing that 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included a module on Investigation Assignment and Timelines. Furthermore, we submitted a draft of its BIA Onboard Training: Introduction to BIA and the Case Management System, which received a no objection notice from the IMT.

## *Ensuring the Confidentiality of Complainants' Identities Before CPD Member Interrogation*

- *Relevant Consent Decree Paragraph(s): 475*

In the eleventh reporting period, we achieved Secondary compliance with ¶475, while COPA maintained Full compliance. The IMT reviewed evidence that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, covering the requirements of the paragraph. Additionally, at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included instruction on the "Interviewing Department Members" module, addressing the necessary criteria.

## *CPD and COPA Policy on Investigative Timelines and Benchmarks Review within 120 Days*

- ***Relevant Consent Decree Paragraph(s): 479***

The IMT reviewed documentation confirming that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which covered the Investigation Assignment and Timelines module. The Department also provided a draft of its BIA Onboard Training: Introduction to BIA and the Case Management System, which the IMT reviewed and provided no objection notice for.

To assess COPA's Full compliance, the IMT examined COPA's 180-day letters, confirming that COPA met the timeline for investigative findings and recommendations. COPA also submitted training evaluation records for its Investigative File Maintenance Training.

## *Policy Development for Reviewing Civil and Criminal Evidence by COPA, BIA, and Accountability Sergeants*

- ***Relevant Consent Decree Paragraph(s): 480***

In this reporting period, COPA maintained Full compliance with ¶480. To evaluate Secondary compliance, the IMT reviewed CPD's documentation showing that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training. This training covered the Collection of Evidence and Interviews with Non-Department Members module, fulfilling the paragraph's requirements.

## *Superintendent Authorization for Investigations Over Five Years Old*

- *Relevant Consent Decree Paragraph(s): 481*

During this reporting period, COPA submitted documentation demonstrating Full compliance with ¶481. To evaluate Secondary compliance, the IMT reviewed the Department's documentation confirming that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which covered the requirements of this paragraph.

## *BIA's Commitment to Proactive Investigations and Integrity Tests*

- *Relevant Consent Decree Paragraph(s): 482*

To assess Secondary compliance, the IMT reviewed documentation that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which addressed the requirements of this paragraph.

## *Regular Satisfaction Surveys for Complaint Intake and Investigation Processes*

- *Relevant Consent Decree Paragraph(s): 483*

We achieved Secondary compliance with ¶483 in the eleventh reporting period. To maintain Preliminary compliance, we submitted its revised S08-01-08, Post-Investigation Log Number Procedures. Additionally, we provided our BIA Satisfaction Survey Status Report, which includes survey data and responses. The survey is available on our website and in Final Summary Reports.



## *Referral of Criminal Conduct Evidence to Prosecuting Agency by COPA, BIA, or Accountability Sergeants*

- ***Relevant Consent Decree Paragraph(s): 484***

In the eleventh reporting period, the City and CPD achieved Secondary compliance with ¶484, while COPA maintained Full compliance. Since full compliance requires all relevant entities to meet the necessary standards, the City as a whole has not yet reached Full compliance. COPA provided documentation confirming it remains in Full compliance with ¶484.

The IMT reviewed documentation showing that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which met the paragraph's requirements. We also provided evidence that 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included modules on the Collection of Evidence and Interviews with Non-Department Members.

## *Ensuring Thorough and Complete Administrative Investigative Files for CPD and COPA*

- ***Relevant Consent Decree Paragraph(s): 486***

In the eleventh reporting period, we achieved Secondary compliance with ¶486, while COPA's Full compliance is still under assessment.

The IMT reviewed documentation showing that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which covered topics on credibility, standards of proof, and disciplinary decision-making. The training also addressed evidence collection and interviews with non-department members. We also submitted drafts for two BIA onboard training programs, which were approved by the IMT.

For Full compliance, the IMT reviewed our 2022 BIA Investigative Files Audit. However, this documentation was insufficient because it lacked the necessary underlying data. The IMT plans a deeper review of completed investigations to ensure thorough and complete investigative files.

COPA's documentation, including Final Summary Reports (FSRs), CMS screenshots, and Log Number attachment reports, partially addressed Full compliance but also requires a more detailed review of completed investigations. COPA also provided training records for its Investigative File Maintenance Training.

## *BIA Onboard Training*

- ***Relevant Consent Decree Paragraph(s): 450, 513, 514, and 528***

This training was rewritten to comply more closely with the requirements of the Consent Decree as well as to provide more time for hands-on training for new investigators. This new training will consist of a two-day intensive classroom review of the processes, protocols and orders regarding internal investigations. This will be followed up with a three-day extended scenario where new investigators will have to display proficiency in utilizing the Complaint Management System (CMS), finding and documenting Objective Verifiable Evidence, writing reports, making disciplinary decisions and credibility assessments, and finally submitting an investigatory report through the CMS training environment. The identified training will be a module given during Day 1 of the new multi-day onboard training for new BIA investigators and Accountability Sergeants. ¶528 requires that instruction be provided on “relevant COPA and CPD rules, policies and protocols.” Relevant policies, both state and federal, are discussed throughout the training; thus, we believe that the training should be considered as a whole to fulfill this requirement as no single module can cover the entirety of this requirement.

## *BIA Onboard Training: Procedural Justice, Implicit Bias and Conflicts of Interests*

- ***Relevant Consent Decree Paragraph(s): 447, 469, 514, and 528***

The BIA Onboard Training: Procedural Justice, Implicit Bias, and Conflicts of Interests is a training that has been rewritten to comply more closely with the requirements of the Consent Decree as well as to provide more time for hands-on training for new investigators. This new training consists of a two-day intensive classroom review of the processes, protocols and orders regarding internal investigations. This is followed up with a three-day extended scenario where new investigators will have to display proficiency in utilizing the Complaint Management System (CMS), finding and documenting Objective Verifiable Evidence, writing reports, making disciplinary decisions and credibility assessment, and finally submitting an investigatory report through the CMS training environment. The identified training will be a module given during day 1 of the new multi-day onboard training for new BIA investigators and Accountability sergeants. Relevant policies are discussed throughout the training.

## *BIA Onboard Training: Initiation and Sworn Affidavits*

- ***Relevant Consent Decree Paragraph(s): 424, 425, 426, 427, 428, 429, 431, 432, 435, 436, 437, 440, 462, 477, 478, and 528***

This training has been revised to comply more closely with the requirements of the Consent Decree as well as to provide more time for hands-on training for new investigators. This revised training consists of a two-day intensive classroom review of the processes, protocols, and orders regarding internal investigations. This will be followed up with a three-day extended scenario where new investigators will have to display proficiency in utilizing the Complaint Management System (CMS), finding and documenting Objective Verifiable Evidence, writing reports, making disciplinary decisions and credibility assessments, and finally submitting an investigatory report through the CMS training environment.

## *Consideration of All Statements by Investigators in Determining False Statements by CPD Members*

- *Relevant Consent Decree Paragraph(s): 487*

In the eleventh reporting period, we achieved Secondary compliance with ¶487, while COPA maintained Full compliance.

COPA provided documentation showing Full compliance with ¶487 during this period. To evaluate Secondary compliance, the IMT reviewed records confirming that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included modules on Credibility, Standards of Proof, and Disciplinary Decision Making, covering the requirements of this paragraph.

## *COPA and CPD Review and Revise Policies for Preventing Collusion and Witness Contamination*

- *Relevant Consent Decree Paragraph(s): 497*

COPA provided documentation that maintained Full compliance with ¶497. To assess Secondary compliance, the IMT reviewed documentation that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which addressed the requirements of this paragraph.



## *Finalization of Administrative Summary Report by COPA, BIA, or Investigating District*

- ***Relevant Consent Decree Paragraph(s): 499***

During this reporting period, COPA continued to maintain Full compliance with ¶499. To evaluate Secondary compliance, the IMT reviewed documentation showing that 95% of CPD members completed the BIA Accountability Supplemental eLearning, which fulfilled the paragraph's requirements. The Department also provided evidence that 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which covered Module 10, "Mistakes and Updates," addressing the necessary criteria.

## *Investigation and Recommendation of All Potential Policy Violations in Misconduct Allegations*

- ***Relevant Consent Decree Paragraph(s): 503***

During this reporting period, COPA demonstrated Full compliance with ¶503. The IMT reviewed the CPD's documentation confirming that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, covering the requirements of this paragraph. Additionally, we submitted documentation showing that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included instruction on Modules 3 (Credibility, Standards of Proof, and Disciplinary Decision Making) and 10 (Mistakes and Updates). Our Department also provided a draft of its BIA Onboard Training on Credibility, Standards of Proof, and Disciplinary Decision Making, to which the IMT issued a no objection notice.

## *CPD and COPA to Provide Administrative Summary Report to Involved CPD Member and Department*

- ***Relevant Consent Decree Paragraph(s): 504***

The IMT reviewed documentation confirming that 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training, which included the Investigation Assignment and Timelines module. We also submitted a draft of its BIA Onboard Training: Introduction to BIA and the Case Management System for review, which received no objections from the IMT.

## *Ensuring Consistent and Fair Application of Discipline with Consideration of Mitigating and Aggravating Factors by COPA and CPD*

- ***Relevant Consent Decree Paragraph(s): 513***

In the eleventh reporting period, we maintained Secondary compliance with ¶513, while COPA's compliance was still under assessment for Full compliance. We provided documentation that upheld Secondary compliance.

## *Consideration of Sustained Findings in Disciplinary History for Subsequent Discipline Recommendations*

- ***Relevant Consent Decree Paragraph(s): 516***

In the eleventh reporting period, the Department Secondary compliance with ¶516, while COPA maintained Full compliance. For Secondary compliance, the IMT reviewed evidence that over 95% of BIA members and Accountability

Sergeants completed the 2024 BIA in-service training, which covered topics such as Credibility, Standards of Proof, and Disciplinary Decision Making. We also submitted a draft of its BIA Onboard Training, which the IMT reviewed and approved without objections.

## *Guidelines for “Sustained – Violation Noted, No Disciplinary Action” Findings in CPD Investigations*

- *Relevant Consent Decree Paragraph(s): 517*

In the eleventh reporting period, we met Secondary compliance with ¶517. The IMT reviewed evidence that 95% of CPD members completed the BIA Accountability Supplemental eLearning, addressing the paragraph’s requirements. Additionally, we also documented that at least 95% of BIA members and Accountability Sergeants finished the 2024 BIA in-service training, which included modules on Credibility, Standards of Proof, and Disciplinary Decision Making. In addition, we also submitted a draft of its BIA Onboard Training, covering similar topics, which the IMT reviewed and had no objections to.

## *CPD to Notify Illinois Law Enforcement Training and Standards Board of Disciplinary Matters and Resignations*

- *Relevant Consent Decree Paragraph(s): 518*

We achieved Secondary compliance with ¶518. To assess compliance, the IMT reviewed documentation showing that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which met the paragraph’s requirements.

## *Delays in Investigations Do Not Affect CPD's Discipline Authority*

- *Relevant Consent Decree Paragraph(s): 519*

We also achieved Secondary compliance with ¶519 in the eleventh reporting period. To assess Secondary compliance, the IMT reviewed documentation that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, which addressed the requirements of this paragraph.

## *Ensuring Sufficient Funding and Staffing for BIA, COPA, Police Board, and Deputy PSIG*

- *Relevant Consent Decree Paragraph(s): 521*

We also achieved Preliminary compliance with ¶521, while COPA remained fully compliant. The IMT reviewed the Workforce Allocation Vendor Plan, along with the 2025 Staffing and Equipment Needs Assessment and Implementation Plan, both of which address the requirements of ¶521.

## *Annual Review and Revision of Staffing and Equipment Needs Plans by COPA, Deputy PSIG, and BIA*

- *Relevant Consent Decree Paragraph(s): 523*

This reporting period, COPA provided documentation that maintained Full compliance with ¶523.



## *BIA's Staffing and Equipment Plans to Include District Investigation Needs*

- ***Relevant Consent Decree Paragraph(s): 524***

The IMT reviewed the CPD's BIA 2025 Staffing and Equipment Needs Assessment and Implementation Plan, which addresses the requirements of this paragraph.

## *COPA and BIA to Provide 8 Hours of Annual In-Service Training for Investigation Staff*

- ***Relevant Consent Decree Paragraph(s): 527***

During this IMR, we achieved Secondary compliance with ¶527, while COPA remained fully compliant. The IMT reviewed the training documentation showing that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training. This training included eight hours of required instruction covering multiple modules such as Credibility, Standards of Proof, Disciplinary Decision Making, Audio Recording Interview Guidelines, and others relevant to the investigation process.

## *BIA Onboard Training: Rules and Regulations*

- ***Relevant Consent Decree Paragraph(s): 528***

This training has been rewritten to comply more closely with the requirements of the Consent Decree as well as to provide more time for hands-on training for new investigators along with the aforementioned trainings. The Department provided various drafts of its BIA Onboard Training modules for review, to which the IMT provided no objection notices, including:

- BIA Onboard Training: Consent Decree and Law Review
- BIA Onboard Training: Procedural Justice, Implicit Bias, and Conflicts of Interest
- BIA Onboard Training: Initiation and Sworn Affidavits
- BIA Onboard Training: Rules and Regulations
- BIA Onboard Training: Introduction to BIA and the Complaint Management System (CMS)
- BIA Onboard Training: Sexual Misconduct Intake and TIRSA Review
- BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making

The IMT reviewed documentation that at least 95% of BIA members and Accountability Sergeants completed the 2024 BIA in-service training. The in-service training included instruction on Module 3, Credibility, Standards of Proof, and Disciplinary Decision Making; Module 8, Audio Recording Interview Guidelines; Module 9, Interviewing Department Members; Module 10, Mistakes and Updates; Collection of Evidence and Interviews with Non-Department Members; and Investigation Assignment and Timelines. With the completion of the 2024 BIA in-service training, our Department is trained on each relevant subparagraph of ¶528.

The following pages of chart indicate which of our trainings and COPA trainings have been approved for each subparagraph, along with the status of delivery for each training.

## ¶528 Topic

## Relevant CPD Training(s)

## Relevant COPA Training(s)

- a. how to properly handle complaint intake, and the consequences for failing to take complaints

Module 2, Complaint Initiation and Affidavit Overrides (delivered in IMR9)

BIA Onboard Training: Initiation and Sworn Affidavits (yet to be delivered)

COPA Intake Unit: Overview of Policies and Procedures (delivered in IMR5)

- b. best practices in procedural justice, including techniques for communicating with complainants and members of the public

Module 4, Sexual Misconduct Initiation (delivered in IMR9)

Module 7, Procedural Justice, Implicit Bias, and Conflicts of Interest (delivered in IMR9)

Collection of Evidence and Interviews with Non-Department Members (delivered in IMR11)

BIA Onboard Training: Procedural Justice, Implicit Bias, and Conflicts of Interest (yet to be delivered)

COPA Intake Unit: Overview of Policies and Procedures (delivered in IMR5) Procedural Justice Training (delivered in IMR4)

- c. the collection of objective verifiable evidence

Collection of Evidence and Interviews with Non-Department Members (delivered in IMR11)

Fact Gathering-Evidence Collection Training (delivered in IMR7)

## ¶528 Topic

## Relevant CPD Training(s)

## Relevant COPA Training(s)

d. the process for seeking an override affidavit in the absence of a signed complainant affidavit

Module 2, Complaint Initiation and Affidavit Overrides (delivered in IMR9)

BIA Onboard Training: Initiation and Sworn Affidavits (yet to be delivered)

Complaint Register Training (delivered in IMR8)

e. for COPA investigators, techniques for conducting impartial investigations of domestic violence and sexual misconduct

Not Applicable

Forensic Experiential Trauma Interviews (FETI) Training (delivered in IMR6)

Sexual Misconduct and Domestic Violence Training (delivered in IMR 9)

f. for BIA investigators, techniques for conducting impartial investigations of sexual misconduct

Module 4, Sexual Misconduct Initiation (delivered in IMR9)

BIA Onboard Training: Sexual Misconduct Intake and TIRSA Review (yet to be delivered)

Not Applicable



## ¶528 Topic

## Relevant CPD Training(s)

## Relevant COPA Training(s)

g. investigative skills, including proper interrogation and interview techniques, gathering, and objectively analyzing evidence, and data and case management

Module 9, Interviewing Department Members (delivered in IMR11)

COPA Intake Unit: Overview of Policies and Procedures (delivered in IMR5)

COPA Officer Interviews Training (delivered in IMR7)

Fact Gathering-Evidence Collection Training (delivered in IMR7)

h. the challenges of law enforcement administrative investigations, including identifying alleged misconduct that is not clearly stated in the complaint or that becomes apparent during the investigation

Module 10, Mistakes and Updates (delivered in IMR11)

Fact Gathering-Evidence Collection Training (delivered in IMR7)

i. properly weighing the credibility of witnesses against CPD members

Module 3, Credibility, Standards of Proof, and Disciplinary Decision Making (delivered in IMR11)

Fact Gathering-Evidence Collection Training (delivered in IMR7)

BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making (yet to be delivered)

Witness Reliability Training (delivered in IMR4)

## ¶528 Topic

## Relevant CPD Training(s)

## Relevant COPA Training(s)

j. using objective evidence to identify and resolve inconsistent statements

Module 3, Credibility, Standards of Proof, and Disciplinary Decision Making (delivered in IMR11)

BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making (yet to be delivered)

COPA Officer Interviews Training (delivered in IMR7)

Fact Gathering-Evidence Collection Training (delivered in IMR7)

CPD Rules and Directives (delivered in IMR4)

k. implicit bias

Module 3, Credibility, Standards of Proof, and Disciplinary Decision Making (delivered in IMR11)

Module 7, Procedural Justice, Implicit Bias, and Conflicts of Interest (delivered in IMR9)

BIA Onboard Training: Procedural Justice, Implicit Bias, and Conflicts of Interest (yet to be delivered)

BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making (yet to be delivered)

Implicit Bias Training (delivered in IMR4)

¶528 Topic	Relevant CPD Training(s)	Relevant COPA Training(s)
l. the proper application of the relevant standards of proof	<p>Module 3, Credibility, Standards of Proof, and Disciplinary Decision Making (delivered in IMR11)</p> <p>BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making (yet to be delivered)</p>	Final Summary Reports Training (delivered in IMR7)
m. relevant COPA and CPD rules, policies, and protocols including the requirements of this Agreement	<p>Module 7, Procedural Justice, Implicit Bias, and Conflicts of Interest (delivered in IMR9)</p> <p>Module 10, Mistakes and Updates (delivered in IMR11)</p> <p>Investigation Assignment and Timelines (delivered in IMR11)</p> <p>BIA Onboard Training: Rules and Regulations (yet to be delivered)</p> <p>BIA Onboard Training: Initiation and Sworn Affidavits (yet to be delivered)</p> <p>BIA Onboard Training: Procedural Justice, Implicit Bias, and Conflicts of Interest (yet to be delivered)</p>	<p>Consent Decree Overview (delivered in IMR3)</p> <p>CPD Rules and Directives (delivered in IMR4)</p>

¶528 Topic	Relevant CPD Training(s)	Relevant COPA Training(s)
	<p>BIA Onboard Training: Consent Decree and Law Review (yet to be delivered)</p> <p>BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making (yet to be delivered)</p> <p>BIA Onboard Training: Sexual Misconduct Intake and TIRSA Review (yet to be delivered)</p> <p>BIA Onboard Training: Introduction to BIA and the Complaint Management System (CMS) (yet to be delivered)</p>	
n. relevant state and federal law	<p>Module 4, Sexual Misconduct Initiation (delivered in IMR9)</p> <p>Module 5, Consent Decree and Law Review (delivered in IMR9)</p> <p>Module 10, Mistakes and Updates (delivered in IMR11)</p> <p>BIA Onboard Training: Consent Decree and Law Review (yet to be delivered)</p>	<p>Fourth Amendment Training (delivered in IMR9)</p> <p>Compelled Statements Training (delivered in IMR9)</p>



¶528 Topic	Relevant CPD Training(s)	Relevant COPA Training(s)
o. relevant CPD Rules of Conduct, including Rules 14, 21, and 22	<p>Module 2, Complaint Initiation and Affidavit Overrides (delivered in IMR9)</p> <p>Module 3, Credibility, Standards of Proof, and Disciplinary Decision Making (delivered in IMR11)</p> <p>BIA Onboard Training: Rules and Regulations (yet to be delivered)</p> <p>BIA Onboard Training: Initiation and Sworn Affidavits (yet to be delivered)</p> <p>BIA Onboard Training: Credibility, Standards of Proof, and Disciplinary Decision Making (yet to be delivered)</p>	CPD Rules and Directives (delivered in IMR4)
p. the CMS	<p>Module 1, Complaint Management System and Complete Investigatory Files (delivered in IMR9)</p> <p>BIA Onboard Training: Introduction to BIA and the Complaint Management System (CMS) (yet to be delivered)</p>	Case Management System: Overview of Policy and Procedures (delivered in IMR6)

¶528 Topic	Relevant CPD Training(s)	Relevant COPA Training(s)
q. the applicable collective bargaining agreements	Module 8, Audio Recording Interview Guidelines (delivered in IMR11)	Collective Bargaining Agreement Training (delivered in IMR3)
r. how to access and use the PRS or in-formation available on the PRS	Module 6, SharePoint, SPARS & Performance Recognition System (delivered in IMR9)	Not Applicable

## *BIA Onboard Training: Credibility, Standards of Proof and Disciplinary Decision Making*

- ***Relevant Consent Decree Paragraph(s): 455, 466, 467, 486, 503, 513, 514, 517, and 528***

This training has been rewritten to comply more closely with the requirements of the Consent Decree as well as to provide more time for hands-on training for new investigators along with the aforementioned trainings.

## *BIA In-Service Training Records*

- ***Relevant Consent Decree Paragraph(s): 291, 448, 453, 454, 455, 460, 464, 465, 466, 467, 468, 471, 475, 479, 480, 484, 486, 487, 494, 499, 503, 516, 517, 527, and 528***

The BIA In-Service Training Records consisted of a training compliance report and attendance sheets for BIA in-service trainings that occurred in IMR-11. During the IMR-10, we submitted curriculum modules through the 641-paragraph review and approval process. This submission demonstrates we have completed 98% of the 8-hour one-day In-Service Training for BIA Investigators and accountability sergeants of those respective modules.

## *CPD Training on Agreement Terms and Policies within 180 Days*

- *Relevant Consent Decree Paragraph(s): 529*

The IMT reviewed the G08-01 Complaint and Disciplinary System, which addresses the paragraph's requirements. For Secondary compliance, we submitted attendance records showing that over 95% of CPD members completed and passed the Consent Decree eLearning.

## *2025 BIA In-Service Training Plan*

- *Relevant Consent Decree Paragraph(s): 530*

The BIA 2025 training Plan for In-Service training was submitted to the IMT. This submission demonstrates secondary compliance for ¶530 which requires separate training plans each year for In-Service and Onboard Training. This submission and the submission of the Onboard Training Plan will fulfil the 530 requirements.

## *CPD to Conduct Annual Audits of BIA and District Investigations and Publicize Findings*

- *Relevant Consent Decree Paragraph(s): 553*

The IMT reviewed the policy G08-01, Complaint and Disciplinary System, which was implemented on December 29, 2023, and aligns with ¶553's requirements. However, since ¶553 mandates an annual audit, G08-01 alone doesn't meet the criteria for Preliminary compliance. Along with G08-01, the IMT also reviewed our Audit of 2023 Investigation Timeframe Requirements, which meets the requirements of this paragraph and is publicly accessible as mandated.

## *Deputy PSIG's Oversight Independence and Non-Interference*

- ***Relevant Consent Decree Paragraph(s): 564***

During this IMR, the IMT reviewed documentation confirming that at least 95% of CPD members completed the BIA Accountability Supplemental eLearning, addressing the requirements of this paragraph.

For the Police Board, the IMT assessed Secondary compliance by reviewing documentation showing the implementation of the Policy Regarding Deputy Public Safety Inspector General Review and Audits. The Police Board also provided its responses to PSIG requests.

As in previous periods, the Deputy PSIG submitted a memorandum affirming that there has been no interference from any person or entity, including CPD, COPA, the Police Board, or City officials, which would affect its discretionary and oversight responsibilities.



# Data Collection, Analysis, and Management

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*“At CPD, we use data to document, prepare, implement, and assess our commitment to our goals in supporting the Department’s commitment to public safety, building trust, and community wellbeing.”*

**–Noé Flores, Assistant Director, Strategic Initiatives Division**

Goals: The ability of CPD to collect and analyze data is necessary to engage in critical self-examination and to identify issues and correct them as well as necessary for transparency and increased public trust.

The Data Collection, Analysis, and Management section of the consent decree describes how we will improve its ability to leverage data and technology to drive decision-making, particularly in the areas of use of force and support for officers who may be at risk for adverse outcomes. The use of force components of this section are described in the “Use of Force” section of this report; the update provided below focuses solely on the Department’s Officer Support System.

## *Data Collection, Analysis, and Management Progress Through IMR-11*

During the eleventh reporting period, we made significant progress in the Data Collection, Analysis, and Management section. We also provided evidence of officer training and an audit confirming consistent data collection. Full compliance with ¶571 was achieved due to an audit finding that our system accurately tracks use of force data, with minimal exceptions.

We also attained Secondary compliance with ¶576 by implementing random audits of body-worn and in-car camera recordings, supported by updated policies and standardized review processes. Additionally, our Department achieved Preliminary compliance with ¶607 by demonstrating progress in developing a Data Systems Plan, including a contract with a vendor for a new records management system (RMS) to address previous data collection issues. This progress marks key steps toward compliance with the paragraph.

## *Data Systems Plan and Early Intervention Efforts with Benchmark*

Beginning in 2016, the Department began working with the University of Chicago Crime Lab to develop the Officer Support System (OSS), a data-driven early intervention system that aimed to identify patterns of officer behavior predictive of a future adverse outcome. The Crime lab utilized over a decade worth of our data to develop an algorithm which sought to identify, predict, and prevent four specific categories of misconduct. These categories included future suspensions. Future excessive force complaints, future off-duty complaints, and future domestic abuse or substance abuse complaints. A computer application was developed which used this algorithm to create individualized notifications for those officers who were the most statistically increased risk of experiencing these future adverse outcomes. Once notified, the officer's supervisory team would then inform the member and address any potential needs for additional support.

The officer Support Systems (OSS) was first deployed in the 005th district (Calumet) in the fall of 2020 as part of a pilot program. The goal was to have timely (generally within 1 week) notification and intervention between the identified at-risk officer and his or her supervisory team. However, the uniqueness of the 10-hour schedule which is employed in the 005th District led to a very low compliance rate for timely supervisory notifications. There was also a lack of engagement with meaningful support by those officers who were, in fact, identified. District personnel also complained of inadequate training, difficulty interpreting the data models, and operation issues with the OSS application. Because of this, a decision was made by CPD leadership to halt the 005th District OSS pilot and begin a fresh pilot in the 006th District (Gresham).

### *Enhancing Early Intervention: CPD's Next-Generation Officer Support System*

In 2016, the Chicago Police Department (CPD) partnered with the University of Chicago Crime Lab to develop the Officer Support System (OSS)—an advanced, data-driven early intervention tool designed to identify patterns of officer behavior that could lead to future adverse outcomes. Leveraging over a decade of CPD data, the Crime Lab created an algorithm to detect and help prevent four key risk factors:

- Future suspensions
- Excessive force complaints

- Off-duty misconduct
- Domestic or substance abuse concerns

The system's computer application generated real-time, individualized notifications for officers at the highest statistical risk, allowing supervisors to intervene proactively and provide necessary support.

## *Pilot Program & Initial Challenges*

OSS launched as a pilot in the 005th District (Calumet) in Fall 2020, with a goal of timely (within one week) notifications and interventions. However, several challenges hindered its effectiveness:

- The district's 10-hour shift schedule led to low compliance with timely notifications.
- Officers identified for intervention showed minimal engagement with available support.
- Personnel reported insufficient training, difficulty interpreting data models, and operational issues with the OSS application.

Due to these obstacles, our leadership halted the 005th District pilot and relaunched the initiative in the 006th District (Gresham) in Summer 2022 with enhanced supervisory training, a new e-learning module, and a redesigned application. Despite these improvements, engagement remained limited. While some aspects—such as a more user-friendly tech interface and clearer chain of command protocols—were positively received, resistance from supervisors and officers persisted.

## *A Unified, Data-Driven Approach*

For over two decades, we have operated various performance management programs—such as the Personnel Concerns Program, Behavioral Intervention System, and Non-Disciplinary Intervention Program—that rely on predefined policy criteria rather than predictive analytics. These programs require formal written enrollment requests and ongoing supervisory oversight, making them inefficient and underutilized.

To modernize its approach, we are integrating predictive data-driven notifications with traditional policy-based alerts into a single, fully automated early intervention system. This next-generation solution will:

- Streamline policy alerts for real-time intervention, support recommendations, and reporting.
- Incorporate a validated predictive data model that accounts for job assignment variations (as required by ¶582 of the Consent Decree).

Unify workflows for seamless compliance with intervention and reporting policies.

## *Partnering with Benchmark Analytics*

In late 2024, we selected Benchmark Analytics—a nationally recognized leader in early intervention solutions—as its vendor for this initiative. The Department have already conducted onboarding and planning meetings with Benchmark’s development and data science teams to ensure system integration.

Over the coming months, we will finalize a detailed project plan outlining key timelines, training strategies, policy adjustments, deployment criteria, and a comprehensive audit and evaluation framework. This plan will soon be submitted for IMT/OAG review and approval, marking a significant step toward a more efficient, data-driven approach to officer support and risk management.

## *FRB 2024 Q2 - Q3 Attendance*

- ***Relevant Consent Decree Paragraph(s): 579***

Our Department submitted the FRB Q2 attendance to meet operational compliance for this IMR period.



## *Information Systems Development Group*

- *Relevant Consent Decree Paragraph(s): 608*

The Information Systems Development Group (ISDG) was a directive submitted for IMR-10. More recently, our Department revised updates to the committee membership to be consistent with the current organizational command structure. This command structure within the ISDG is as follows: Managing Deputy Director of Information Technology; Public Safety Administration, as the chairperson of the ISDG. Additionally, the following department members were added to the ISDG membership; Chief, Office of Constitutional Policing and reform, who will serve as vice-chairperson; Commander, Office of Constitutional Policing and Reform, who will serve as Commanding Officer, Field Technology and Innovation Section, Public Safety Administration; Assistant Director, Strategic Initiatives Division; and the Commander, Office of Community Policing. We have submitted this updated directive for two-year review as required by paragraph 636.

## *Analysis - Final Methodology*

- *Relevant Consent Decree Paragraph(s): 572*

We have retained an Expert to conduct an analysis as required by the Consent Decree paragraphs 572 and 573. This submission contained the final methodology report for the Use of Force Analysis Project, which will be undertaken by the experts at the Center for Applied Community and Policy Research at the University of Texas at San Antonio. A methodology was produced and was submitted under paragraph 720 and to achieve secondary compliance with paragraph 572. On August 2024, there was a meeting between the IMT, OAG, CPD and the Professors to further discuss methodology for the use of force data analysis. The IMT provided us with a letter on August 13, 2024, stating that they would like to avoid any further delays and the analysis can begin.

## *EISS Discussions*

- ***Relevant Consent Decree Paragraph(s): 583, 584, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 598, 603***

The Data Collection, Analysis, and Management section covers data collection and maintenance protocols. The Research and Development Division re-worked the directive to incorporate all previous Officer Support System (OSS) and outline's the department's policy for the Early Intervention and Support System (EISS). Which is designed to assist supervisors in proactively supporting sworn members of the Chicago Police Department and to support the well-being of Department members in a non-disciplinary manner.

To ensure current effectiveness in policy and process in all aspects of supervision, the Department has taken a forward-facing position to expand the scope of responsibilities for the "Early Intervention and Support System Evaluation Committee". As a part of this expansion, the Department commits to regular engagement with collective bargaining units (CBUs) to solicit input and feedback regarding the EISS application. This directive introduces and describes the "Early Intervention and Support System Evaluation Committee". The evaluation committee has members from the Department's CBUs who, along with other Department members, will review and evaluate the EISS pilot program. R&D does not have a current effective date at this time, due to the Development of numerous technological advancements to the New EISS System (old OSS System).

## *Record Management System RFP*

- ***Relevant Consent Decree Paragraph(s): 607***

The City of Chicago Office of Public Safety Administration (OPSA) in collaboration with the Chicago Police Department (CPD) and Office of Emergency Management and Communication (OEMC) intends to acquire a comprehensive law enforcement records management system (RMS) solution for the Law Enforcement and public safety. This submission included the Request for Proposal (RFP) for the Law Enforcement Records Management System which comply with the consent decree. This request is necessary for the Department to fully address its data information collection mechanism and data management technology as required by Consent Decree paragraph 607.

We must be able to efficiently collect data and utilize that data to self-assess as well as provide accurate information to the public for purposes of transparency and to perform day-to-day operations. The consent decree specifically requires our Department to develop a plan, including timeline for implementation, to prioritize and address the needs identified to enhance our information collection and data management.

The Respondent will provide the City with a comprehensive law enforcement records management system (RMS) solution for law enforcement and public safety. The selected respondent will be required to either replicate, replace, or enhance existing systems. The desired system would be intuitive and when necessary, it would integrate with other City systems. The system would build upon certain established practices to reduce training and improve user acceptance. This submission sought to achieve preliminary compliance for paragraph 607.

## *Response to Data Matrix*

- ***Relevant Consent Decree Paragraph(s): 568 and 569***

Consent Decree paragraph 569 requires our Department to collect, track, and maintain all available documents related to use of force incidents, including:

- Tactical Response Report (TRR), or any other similar form of documentation we may implement for initial reporting of reportable use of force incidents.
- TRR-Is, or any other similar form of documentation we may implement to document supervisory investigation of reportable use of force incidents,
- Tactical Response Reports – Review (“TRR-Rs”), or any other similar form of documentation we may implement to document review or auditing of reportable use of force incidents.
- arrest reports, original case incident reports, and investigatory stop reports associated with a reportable use of force incident:
- administrative investigative files, including investigative materials generated, collected, or received by BIA, or COPA, or any similar form of documentation we may implement for misconduct allegations or civilian complaints; and

- all reasonably available documentation and materials relating to any reportable use of force, in-custody injury or death, or misconduct allegation, including body-worn, in-car, or known third-party camera recordings, and statements, notes, or recordings from witness and officer interviews.

Our Department received a Training Matrix request by IMT Tom Cristoff. We have produced Training Compliance for Data Section for paragraph 569 produced 17 October 2024. In addition, we have submitted Training Compliance for Data Section- addendum for production, which provides additional materials and support for compliance. In addition to the abovementioned submissions, also, provided additional clarity with supportive documentation that the aforementioned matrix has been properly answered.

The IMT reviewed our directives and forms related to data collection, including those referenced in ¶569. The IMT evaluated whether CPD officers received sufficient training on the relevant directives and forms. For Full compliance, the IMT also assessed whether our data collection processes promote transparency and accountability.

During the eleventh reporting period, we demonstrated Secondary compliance by providing the IMT with a list of training related to the data and records required by §§568 and 569. This training showed that officers had been instructed on the necessary data forms following a use-of-force event.

Additionally, the IMT reviewed an audit conducted by our Audit Division, which confirmed that officers consistently collect use-of-force data after such events. As a result, the data displayed on the Use of Force Dashboard is considered reliable, facilitating transparency. The data continues to support accountability, both through formal channels like COPA and BIA, and informal ones like field supervision and TRED debriefings.

## *Training Compliance for Data section – Addendum*

- ***Relevant Consent Decree Paragraph(s): 569***

The Data Section sought compliance recognition for paragraph 569d-f. Consent Decree paragraph 569 requires our Department to collect, track, and maintain all available documents related to use of force incidents, including:

- a. TRRs, or any other similar form of documentation we may implement for initial reporting of reportable use of force incidents

- b. TRR-Is, or any other similar form of documentation we may implement to document supervisory investigation of reportable use of force incidents
- c. Tactical Response Reports – Review (TRR-Rs), or any other similar form of documentation we may implement to document review or auditing of reportable use of force incidents
- d. Arrest reports, original case incident reports, and investigatory stop reports associated with reportable use of force incident
- e. Administrative investigative files, including investigative materials generated, collected, or received by BIA or COPA, or any similar form of documentation we may implement for misconduct allegation, including body-worn, in-car, or know third-party camera recordings, and statements, notes, or recordings from witness and officer interviews.

## *CPD Electronic System Requirements for Tracking Use of Force Data*

- *Relevant Consent Decree Paragraph(s): 571*

In the eleventh reporting period, we achieved Full compliance with ¶571, while maintaining Preliminary and Secondary compliance.

The IMT reviewed records to ensure that qualified personnel were in place and that the necessary database for storing relevant forms and information was established. For Secondary compliance, the IMT examined our training on completing required forms, confirming that officers were adequately trained.

The Department has used the Tactical Response Report (TRR) and TRR-Review (TRRR) forms since the sixth reporting period, with officers and supervisors trained on these forms.

For Full compliance, the IMT reviewed a our audit of over 10,000 report narratives. The audit identified only 30 unreported use-of-force incidents, indicating minimal issues with compliance. The IMT concurs with the audit's findings but recommends further analysis to address over-reporting of force incidents.



## *CPD to Conduct Random Audits of Body-Worn and In-Car Camera Recordings for Policy Compliance*

- ***Relevant Consent Decree Paragraph(s): 576***

During the reporting period, the IMT reviewed our relevant policies, documents, and data related to the Consent Decree, particularly ¶¶626-641. The IMT assessed by examining the data collection tools connected to ¶576. The IMT also provided a no-objection notice for Special Order SO3-05, which mandates lieutenants to review one in-car camera video daily. This, along with Special Order SO3-14 for body-worn cameras, addresses ¶576's requirements. Additionally, the IMT approved form 21.130, Random Video Review, which standardizes the process for random video reviews by watch lieutenants and serves as a training tool.

## *CPD to Establish Force Review Board for Level 3 Use of Force Incidents and Command Staff Involvements*

- ***Relevant Consent Decree Paragraph(s): 577***

The IMT reviewed the relevant policies, documents, and data as outlined in the Consent Decree, confirming that we have qualified personnel to meet the requirements of ¶577. The IMT also assessed our training development and implementation, including decision-point analysis, to determine Secondary compliance. For Full compliance, the IMT reviewed whether we have effectively implemented its policies and training.

Our Department has maintained General Order G03-02-08, which outlines the role of the Force Review Board (FRB) in reviewing Level 3 and command staff-involved use of force incidents, and Standard Operating Procedure (SOP) 2020-03, which the IMT has previously recognized for demonstrating Secondary compliance.



## *COPA's Role in Disciplinary Recommendations and FRB's Tactical Evaluation and Policy Review*

- ***Relevant Consent Decree Paragraph(s): 578***

The IMT reviewed the relevant policies and documents of the CPD as outlined in the Consent Decree (§§626–41). To assess Secondary compliance, the IMT examined CPD's training development and the implementation of decision-point analysis. For Full compliance, the IMT evaluated the data collection and the FRB's consistent review of incidents and decision-point analysis. During the eleventh reporting period, the CPD maintained General Order G03-02-08, which outlines the FRB's role in reviewing Level 3 uses of force and force by command staff. The CPD remains in Preliminary compliance with §578 and continues to maintain SOP 2020-03, which has shown Secondary compliance.

## *FRB Review Process and Implementation of Recommendations*

- ***Relevant Consent Decree Paragraph(s): 580***

The IMT reviewed relevant policies and documents in line with the Consent Decree (§§626–41). To assess Secondary compliance, the IMT examined our training development, implementation, and evaluation, including decision-point analysis. For Full compliance, the IMT evaluated whether the Force Review Board (FRB) conducted critical reviews and decision-point analyses as required. During the eleventh reporting period, the Department upheld General Order G03-02-08, which outlines the FRB's role in reviewing Level 3 and command staff-related use of force incidents. The Department remains in Preliminary compliance with §580, and SOP 2020-03 continues to demonstrate Secondary compliance.

## *CPD to Publish Monthly Aggregated and Incident-Level Use of Force Data on Public Web Platform*

- *Relevant Consent Decree Paragraph(s): 581*

During the eleventh reporting period, the Department continued to update its public-facing Use of Force Dashboard monthly. This platform allows for incident-level data to be downloaded, offering transparency at both the individual officer and community member levels. We demonstrated the reliability of the dashboard data through an audit by its Audit Division, which reviewed over 10,000 use-of-force narratives and found that only 0.3% were unreported.

## *Web Platform to Display Interactive Maps & Demographics of Use of Force Incidents*

- *Relevant Consent Decree Paragraph(s): 582*

Our Department maintained its monthly-updating Use of Force Dashboard, which continues to meet the requirements of ¶582 by presenting aggregate-level data through various visualizations. We demonstrated the dashboard's data reliability through an audit conducted by the Audit Division, which reviewed over 10,000 reports and found that only 0.003% were unreported use-of-force incidents, confirming the accuracy of the public data. While the IMT believes the audit findings support the reliability of the data, it could not verify whether all community comments on the dashboard were handled correctly per TRED procedures. Full compliance with ¶582 is still under assessment.



## *Annual Review and Revision of CPD Data Collection Forms for Accuracy and Efficiency*

- ***Relevant Consent Decree Paragraph(s): 609***

The IMT reviewed the CPD's policies and documents related to the Consent Decree (§§626-41) to assess both Secondary and Full compliance. To evaluate Secondary compliance, the IMT examined CPD's training development and implementation (§286), while Full compliance was assessed through data review.

During the eleventh reporting period, CPD maintained Special Order S09-03-02, which outlines the annual review of departmental forms as required by §609. This order includes the "Transmittal/Response Sheet-Forms Management," ensuring a standardized review process for directives and data collection forms. CPD continued to provide the IMT with completed forms, showing their consistent process of collecting feedback from district or division executives to maintain data quality. This demonstrates both Secondary and Full compliance with the requirements of §609.



# Investigatory Stops, Protective Pat Downs, Enforcement of Loitering Ordinances

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*“The comprehensive reform efforts taking place entail a re-evaluation of protocols and practices. We are working on enhancing procedural justice and prioritizing community safety while building a stronger foundation of community trust and unbiased enforcement.”*

**–Lieutenant Gregory Hoffman, Office of Constitutional Policing and Reform**

Goals: The Consent Decree was expanded by way of stipulation to include investigatory stops, protective pat downs, and enforcement of the City's Loitering Ordinances. The stipulation requires CPD to monitor, report, review, train, and implement accountability measures to ensure that when conducting investigatory stops and protective pat downs and when enforcing the City's loitering ordinances, CPD members act in a manner that complies with the Constitution, the laws of the United States, and the laws of the State of Illinois and that CPD members act without bias and treat all people with dignity.

On June 27, 2023, an agreement reached between the City of Chicago and OAG added 78 paragraphs related to investigatory stops to the consent decree. This now brings the consent decree to 877 total paragraphs.

The City of Chicago and the Office of the Illinois Attorney General reached an agreement to amend the Consent Decree as it pertains to the policies and practices of the Chicago Police Department (CPD) regarding investigatory stops, protective pat downs, and enforcement of the City's gang and narcotics-related loitering ordinances. The agreement addresses monitoring, reporting, review, community engagement, training, and accountability measures related to investigatory stops conducted by CPD, including revisions to CPD's procedures concerning investigatory stops and the enforcement of the loitering ordinances.

## *Investigatory Stops, Protective Pat-Downs, and Enforcement of Loitering Progress Through IMR-11*

During the eleventh reporting period, CPD reached new milestones in compliance for several paragraphs within the Investigatory Stops, Protective Pat-Downs, and Enforcement of Loitering Ordinance section. Notably, the City and



CPD achieved Preliminary compliance for multiple paragraphs following the release of their updated drafts of CPD policies related to investigatory stops, protective pat-downs, and the enforcement of the Loitering Ordinances.

## *CPD's Review and Revision of Loitering Ordinance Enforcement Policies and Procedures*

- *Relevant Consent Decree Paragraph(s): 803*

During the eleventh reporting period, the City and CPD presented S10-02, the Gang and Narcotics Related Loitering policy suite, and published a pre-implementation version on their public Policy Review website section on December 31, 2024. The most recent draft of S10-02-03, Gang Narcotics-Related Enforcement, includes the requirements of ¶803.

The following indicates a Comparison of Consent Decree - Requirement with Sample Policy Language.

## Consent Decree Requirement

## Policy Language

Upon initial contact with person(s) engaged in loitering prohibited by the Loitering Ordinances, CPD officers will issue a dispersal order without conducting an investigatory stop...

S10-02-03 Section III.A.2 “If a Department member determines that a person(s) is engaged in loitering prohibited by the Loitering ordinances, the member will ... order the person(s) to disperse and remove themselves from sight and hearing of that location.”

S10-02-03 Section III.A.3.a

“The initial contact with a person(s) engaged in gang or narcotics-related loitering for the purposes of giving a loitering dispersal order, in and of itself, is not an investigatory stop.”

...unless: i. A previous dispersal order has been given and documented for that person(s) at that location within eight hours of such contact, in which case CPD officers may undertake enforcement action under the Loitering Ordinances; or ii. They have separate and distinct reasonable articulable suspicion, based on specific and articulable facts, that an individual has committed, is committing, or is about to commit a crime;

S10-02-03 Section III.A.3.b

“Department members will not detain the person(s) engage in gang or narcotics-related loitering at initial contact unless: (1) a previous loitering dispersal order has been given and documented for that person(s) at that location within eight hours of the initial contact, or (2) they have separate and distinct reasonable articulable suspicion, based on specific and articulable facts, that the person has committed, is committing, or is about to commit a crime.”

## Consent Decree Requirement

## Policy Language

CPD officers will document the initial contact with person(s) engaged in loitering prohibited by the Loitering Ordinances and any dispersal orders on a Loitering Dispersal Report (“LDR”);

S10-02-03 Section III.A.5

“If a Department member determines that a person(s) is engaged in loitering prohibited by the Loitering Ordinances, the member will complete a Gang/ Narcotic-Related Loitering Dispersal Report (CPD-43.422) for each person engaged in gang or narcotics-related loitering.”

If a dispersed person fails to promptly obey the dispersal order or violates the dispersal order by returning within sight or hearing of the location where loitering is prohibited within eight hours of the dispersal, CPD officers may undertake enforcement action as provided for under the Loitering Ordinances.

S10-02-03 Section III.3.C

“Department members may arrest a person for gang or narcotics-related loitering when the person was issued a dispersal order and: 1. Did not remove themselves in a prompt manner from the location where the order was issued, or 2. Returned within sight or hearing of the location where the order was issued within an eight-hour period, and engaged in further loitering prohibited by the Loitering Ordinances.”

## CPD to Review and Revise Policies on Investigatory Stops and Protective Pat Downs

- **Relevant Consent Decree Paragraph(s): 804**

The IMT reviewed CPD’s G03-08, Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-083 incorporates the requirements of ¶804. Specifically, G03-08 Section VII.A. states:



The Department will periodically review, and to the extent necessary, revise its directives on Investigatory Stops and Protective Pat Downs to ensure they:

- 1. are consistent with the Department’s vision, mission, core values, objectives, and practices;
- 2. provide clear and effective guidance to Department members;
- 3. are consistent with applicable law;
- 4. meet the requirements of the consent decree (pursuant to State of Illinois v. City of Chicago, Case No. 17-cv-6260); and
- 5. are consistent with the Department directives on the enforcement of the loitering ordinances, including the Department directive titled “Gang and Narcotics-Related Loitering

CPD must incorporate the above provisions of G03-08 into its training curriculum and provide draft training materials to the IMT and the OAG for review. The City and CPD must also demonstrate community engagement during development of these training materials.

## *CPD to Require Officers to Follow Constitutional and Best Practices for Investigatory Stops and Protective Pat Downs*

- ***Relevant Consent Decree Paragraph(s): 805***

During the eleventh reporting period, the City and the CPD provided G03-08, Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. As reflected in the table below, the latest draft of G03-08-01, Investigatory Stops incorporates the requirements of ¶805.

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.



## Consent Decree Requirement

CPD will require officers to: a. Conduct investigatory stops and protective pat downs, and undertake enforcement action under the Loitering Ordinances in a manner consistent with the Constitution and laws of the United States and the State of Illinois, the Consent Decree, this Stipulation, and best practices

Communicate with individuals regarding the specific basis for an investigatory stop, consistent with principles of procedural justice, by: i. Identifying themselves by name and rank as soon as it is safe, reasonable, and practical to do so; ii. Stating the reason for the investigatory stop as soon as it is safe, reasonable, and practicable to do so;

## Policy Language

G03-08-01 Section III.A

“It is the policy of the Chicago Police Department to ensure that all interactions with the public are conducted in an unbiased, fair and respectful manner and in accordance with the rights secured and protected by the United States Constitution, the Illinois Constitution, and state and federal laws.

G03-08-01 Section III.B

“Members are also responsible for conducting police encounters, including Temporary Detentions and Protective Pat Downs, in a manner consistent with the United States Constitution, the State of Illinois Constitution, the law, and this directive and its addenda.”

G03-08-01 Section IV.A

“When conducting an Investigatory Stop, sworn Department members will: 1. Communicate with persons regarding the specific basis for an Investigatory Stop, consistent with the principles of procedural justice, by: a. identifying themselves by name and rank as soon as it is safe, reasonable, and practical to do so; b. stating the reason for the Investigatory Stop as soon as it is safe, reasonable, and practicable to do so;”



If it is safe, reasonable, and practical to do so, notifying the person(s) encountered that they are being lawfully detained temporarily, indicating that they will be free to leave at the conclusion of the investigatory stop, and if asking the individual questions, informing the individual they are not required to answer

G03-08-01 Section IV.A.5

“If it is safe, reasonable, and practical to do so, notify the person(s) encountered that they are being lawfully detained temporarily, indicating that they will be free to leave at the conclusion of the Investigatory Stop (absent establishing probable cause for arrest) and, if asking the individual questions, informing the individual they are not required to answer.”

When an officer is equipped with a properly functioning body-worn camera (“BWC”) activated to record the incident, informing the person that the encounter is being recorded on BWC

G03-08-01 Section IV.A.4

“When conducting an Investigatory Stop, sworn Department members will: 4. when equipped with a properly functioning body-worn camera (BWC) activated to record the incident, inform the person that the encounter is being recorded on a BWC.”

Ensure that the duration of an investigatory stop is no longer than reasonably necessary to confirm or dispel reasonable articulable suspicion and to take the appropriate enforcement actions, if any

G03-08-01 Section IV.A.2

“When conducting an Investigatory Stop, sworn Department members will: 2. ensure that the duration of an Investigatory Stop is no longer than reasonably necessary to confirm or dispel Reasonable Articulable Suspicion and to take the appropriate enforcement actions, if any.”

Consent Decree Requirement

Policy Language

Act with professionalism and courtesy throughout the duration of the investigatory stop interaction

G03-08-01 Section IV.A.3  
  
“When conducting an Investigatory Stop, sworn Department members will: 3. Act with professionalism and courtesy throughout the duration of the Investigatory Stop interaction.”

CPD to Prohibit Officers from Conducting Unlawful Investigatory Stops and Protective Pat Downs

- Relevant Consent Decree Paragraph(s): 806

During the eleventh reporting period, the City and the CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. As reflected in the table below, the latest draft of G03-08-01 Investigatory Stops incorporates the requirements of ¶806.

The following pages of chart indicate a Comparison of Consent Decree Requirement with Sample Policy Language. In addition to the above, ¶806(i) requires CPD to prohibit officers from “conducting an investigatory stop or search of an individual based solely on an officer smelling cannabis/marijuana without any other specific and articulable facts of criminal activity.” The pre-implementation draft of G03-08-01 Section III.A.4 incorporates this prohibition but lists an exception based on the recent Illinois Supreme Court decision in People v. Molina, 2024 IL 129237 (Ill. 2024). The City and CPD incorporated this exception into the policy after the IMT provided a no-objection notice to the policy to reflect the change in law in Illinois. However, ¶806(i) does not allow for such an exception. Therefore, the IMT requests that the CPD revise this portion of the policy to be consistent with ¶806(i). Since the City and the CPD incorporated the requirements of ¶806 into policy, they have achieved Preliminary compliance. However, the City and the CPD must remove the exception in ¶806(i) based on People v. Molina or they will not maintain Preliminary compliance.



## Consent Decree Requirement

## Policy Language

CPD will prohibit officers from: a. Performing investigatory stops unless they have reasonable articulable suspicion, based on specific and articulable facts that an individual has committed, is committing, or is about to commit a crime

G03-08-01 Section III.A.1

“Department members are prohibited from:

1. Performing Investigatory Stops unless they have Reasonable Articulable Suspicion based on specific and articulable facts that an individual has committed, is committing, or is about to commit a crime.”

CPD will prohibit officers from: b. Unreasonably extending a stop lawfully made based on reasonable articulable suspicion or probable cause to conduct an investigation into other criminal activity unless they have reasonable articulable suspicion, based on specific and articulable facts, that an individual has committed, is committing or is about to commit another crime

Section G03-08-01 Section III.A.2

“Department members are prohibited from:

2. Unreasonably extending an Investigatory Stop lawfully made based on Reasonable Articulable Suspicion or Probable Cause to conduct an investigation into other criminal activity unless they have Reasonable Articulable Suspicion based on specific articulable facts that a person has committed, is committing, or is about to commit another crime.

CPD will prohibit officers from: c. Relying on information known to the officer at the time to be materially false to establish reasonable articulable suspicion for an investigatory stop or protective pat down;

Section G03-08-01 Section III.A.3

“Department members are prohibited from: 3. Relying on information known to the officer at the time to be materially false to establish Reasonable Articulable Suspicion for an Investigatory Stop or Protective Pat Down”

## Consent Decree Requirement

## Policy Language

CPD will prohibit officers from: d. Basing investigatory stops or protective pat downs solely on an individual's geographic location, such as presence in a high crime area or proximity to the scene of suspected or reported crimes, without any other reasonable articulable suspicion that the individual is, has, or is about to be engaged in criminal activity

Section G03-08-01 Section III.B.1

"Sworn Department members are prohibited from conducting Investigatory Stops or Protective Pat Downs based solely on: 1. a person's geographic location, such as presence in a high-crime area or proximity to the scene of suspected or reported crimes, without any other Reasonable Articulable Suspicion that the person is, has, or is about to be engaged in criminal activity."

CPD will prohibit officers from: e. Basing investigatory stops or protective pat downs solely on an individual's response to the presence of police officers, such as an individual's attempt to avoid contact with an officer (e.g., walking away, declining to talk, running away, or crossing the street to avoid contact), without any other reasonable articulable suspicion that the individual is, has, or is about to be engaged in criminal activity

Section G03-08-01 Section III.B.2

"Sworn Department members are prohibited from conducting Investigatory Stops or Protective Pat Downs based solely on: 2 a person's response to the presence of police officers, such as a person's attempt to avoid contact with an officer (e.g., walking away, declining to talk, running away, or crossing the street to avoid contact), without any other reasonable articulable suspicion that the person is, has, or is about to be engaged in criminal activity."

CPD will prohibit officers from: f. Basing investigatory stops or protective pat downs solely on an individual's presence in the company of others suspected of criminal activity without any other reasonable articulable suspicion that the individual is, has, or is about to be engaged in criminal activity

Section G03-08-01 Section III.B.3

"Sworn Department members are prohibited from conducting Investigatory Stops or Protective Pat Downs based solely on: 3 a person's presence in the company of others suspected of criminal activity without any other Reasonable Articulable Suspicion that the person is, has, or is about to be engaged in criminal activity."

## Consent Decree Requirement

## Policy Language

CPD will prohibit officers from: g. Conducting investigatory stops and protective pat downs solely on the basis of an individual's race, ethnicity, color, national origin, religion, disability, gender, gender identity, sexual orientation, immigration status, homeless status, marital status, parental status, military discharge status, financial status, or lawful source of income, except that officers may rely on the listed characteristics when part of a specific suspect description

Section G03-08-01 Section III.B.4

"Sworn Department members are prohibited from conducting Investigatory Stops or Protective Pat Downs based solely on a person's race, ethnicity, color, national origin, religion, disability, gender, gender identity, sexual orientation, immigration status, homeless status, marital status, parental status, military discharge status, financial status, or lawful source of income, without any other specific and articulable facts that the person is, has, or is about to be engaged in criminal activity."

CPD will prohibit officers from: h. Conducting a protective pat down, with or without consent, except where officers have reasonable suspicion, based on specific and articulable facts, that a person is armed and dangerous;

Section G03-08-01 Section III.C.1 "Department members are prohibited from conducting a Protective Pat Down: 1. with or without consent, except where officers have Reasonable Articulable Suspicion based on specific and articulable facts that a person is armed and dangerous."

CPD will prohibit officers from: j. Conducting a protective pat down based solely on "officer safety," without having reasonable articulable suspicion, based on specific and articulable facts, that a person is armed and dangerous

G03-08-01 Section III.C.2

"Department members are prohibited from conducting a Protective Pat Down: 2 based solely on "officer safety" without having reasonable articulable suspicion, based on specific and articulable facts, that the person is armed and dangerous."

In addition to the above, ¶806(i) requires CPD to prohibit officers from “conducting an investigatory stop or search of an individual based solely on an officer smelling cannabis/marijuana without any other specific and articulable facts of criminal activity.” The pre-implementation draft of G03-08-01 Section III.A.4 incorporates this prohibition but lists an exception based on the recent Illinois Supreme Court decision in *People v. Molina*, 2024 IL 129237 (Ill. 2024). The City and CPD incorporated this exception into the policy after the IMT provided a no-objection notice to the policy to reflect the change in law in Illinois. However, ¶806(i) does not allow for such an exception. Therefore, the IMT requests that the CPD revise this portion of the policy to be consistent with ¶806(i). Since the City and the CPD incorporated the requirements of ¶806 into policy, they have achieved Preliminary compliance. However, the City and the CPD must remove the exception in ¶806(i) based on *People v. Molina* or they will not maintain Preliminary compliance.

## *CPD Officers Authorized to Conduct Search Upon Consent During Investigatory Stops with Reasonable Articulable Suspicion*

- *Relevant Consent Decree Paragraph(s): 807*

During the eleventh reporting period, the City and the CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-08-01 Investigatory Stops incorporates the requirements of ¶807. Section IV.B.1 states, “During an Investigatory Stop, sworn Department members may conduct a search upon consent if they have Reasonable Articulable Suspicion that the person is involved in a crime or possesses evidence of a crime.”

## *CPD Officer Requirements for Documenting Consent Requests and Searches During Investigatory Stops*

- ***Relevant Consent Decree Paragraph(s): 808***

During the eleventh reporting period, the City and the CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-08-01 Investigatory Stops<sup>4</sup> incorporates the requirements of ¶808. Specifically, G03-08-01 Sections IV.B.2.a-b states:

“2. When requesting consent for a search of a person during the Investigatory Stop, sworn department members will:

- a) specifically ask the person for consent to search;
- b) document on the Stop Report the request for consent, the person’s response, and whether a search was conducted by consent; and

NOTE: If a person gives consent to search, the sworn Department member must inform the person that they may revoke consent at any time.”

## *CPD Requirement for BWC Recording of Consent Requests During Investigatory Stops*

- ***Relevant Consent Decree Paragraph(s): 809***

The City and CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-08-01 Investigatory Stops<sup>5</sup> incorporates the requirements of ¶809. Specifically, G03-08-01 Section IV.B.2.c states, “When requesting consent for a search of a person during an Investigatory Stop, sworn Department members will record the entire interaction on a body-worn camera.”





## *CPD Requirement for Clear Communication and Termination of Consent-Based Searches Upon Revocation*

- *Relevant Consent Decree Paragraph(s): 810*

During the eleventh reporting period, the City and CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-08-01 Investigatory Stops incorporates the requirements of ¶810. Specifically, G03-08-01 Section IV.B.3 states, “Sworn Department members must establish and communicate the scope of the consensual search and end the search upon the person revoking consent.”

## *CPD Requirement for Documentation of Consent Searches in Investigatory Stops via Stop Receipt*

- *Relevant Consent Decree Paragraph(s): 811*

During the eleventh reporting period, the City and the CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-08-01 Investigatory Stops<sup>7</sup> incorporates the requirements of ¶811. Specifically, G03-08-01 Section IV.B.4 states, “When a search by consent is conducted, sworn Department members must indicate on the Stop Receipt that a consent search was conducted.”

# CPD Requirement for Reporting of Investigatory Stops, Protective Pat Downs, and Loitering Ordinance Enforcement

- *Relevant Consent Decree Paragraph(s): 812*

During the eleventh reporting period, the City and CPD provided S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies on December 31, 2024. As reflected in the table below, the latest drafts of G03-08-01 Investigatory Stops and G03-08-03 Reporting Temporary Detentions, and S10-02-03 Gang and Narcotics-Related Enforcement8 incorporate the requirements of ¶812

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.

Consent Decree Requirement	Policy Language
CPD will ensure that CPD officers report when they conduct investigatory stops, protective pat downs...	<p>G03-08-01 Section II.A</p> <p>“Sworn members who conduct Temporary Detentions and Protective Pat Downs are required to complete a Stop Report (CPD-11.910), consistent with the Department directive titled “Reporting Temporary Detentions.”</p> <p>G03-08-01 Section IV.C “Sworn Department members who conduct Investigatory Stops and Protective Pat Downs will document the Investigatory Stop on a Stop Report (CPD-11.910) in the Temporary Detention (Stop) Application, consistent with the Department directive titled “Reporting Temporary Detentions.”</p> <p>G03-08-03 Section IV.A</p>

Consent Decree Requirement

CPD will ensure that CPD officers report when they ... enforce the Loitering Ordinances.

Policy Language

“Sworn members who conduct an Investigatory Stop, Probable Cause Stop, and, if applicable, a Protective Pat Down or any search other than a Protective Pat Down during the stop in a public place are required to complete a Stop Report within the Temporary Detention (Stop) Application as soon as possible but no later than the end of their tour of duty.”

S10-02-03 Section III.A.5

“If a Department member determines that a person(s) is engaged in loitering prohibited by the Loitering Ordinances, the member will: 5. Complete a Gang/ Narcotic-Related Loitering Dispersal Report (CPD-43.455) for each person engaged in gang or narcotics-related loitering.”

CPD Requirement for Documenting Reasonable Suspicion and Details of Investigatory Stops and Protective Pat Downs

- Relevant Consent Decree Paragraph(s): 813

During the eleventh reporting period, the City and CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest drafts of G03-08-01 Investigatory Stops<sup>9</sup> and G03-08-03 Reporting Temporary Detentions incorporate the requirements of ¶813. For example, G03-08-01 Section IV.C. states:

“C. Sworn Department members who conduct Investigatory Stops and Protective Pat Downs will document the Investigatory Stop on a Stop Report (CPD-11.910) in the Temporary Detention (Stop) Application, consistent with the Department directive titled “Reporting Temporary Detentions.”

REMINDER: All of the facts that support Reasonable Articulate Suspicion for the Investigatory Stop and, if applicable, all of the facts that support Reasonable Articulate Suspicion to perform a Protective Pat down of a person will be documented on a Stop Report in the Temporary Detention (Stop) Application, consistent with the Department directive titled “Reporting Temporary Detentions.”

G03-08-03 Reporting Temporary Detentions sets out specific requirements for the completion of Stop Reports consistent with the requirements of §813.

## *CPD Report Requirements for Justifying Compliance in Stops, Pat Downs, and Loitering Enforcement*

- ***Relevant Consent Decree Paragraph(s): 814***

During the eleventh reporting period, the City and CPD provided S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies on December 31, 2024. As reflected in the table below, the latest drafts of G03-08-03 Reporting Temporary Detentions, G03-08-04 Department Review of Temporary Detentions, and S10-02-03 Gang and Narcotics-Related Enforcement<sup>10</sup> incorporate the requirements of §814.

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.



## Consent Decree Requirement

## Policy Language

When CPD officers conduct an investigatory stop, protective pat down ... their reports need to justify that the stop, pat down, or enforcement action complies with the law and CPD policy.

G03-08-03 Section IV.B

“The Stop Report will document all of the facts that support or establish: 1. Probable Cause for a Probable Cause Stop; 2. Reasonable Articulate Suspicion for an Investigatory Stop; 3. Reasonable Articulate Suspicion to perform a Protective Pat down; and 4. Justification for any searches other than a Protective Pat Down during the stop.”

G03-08-04 Section III.A

“Supervisors of sworn Department members who submit Stop Reports completed for Investigatory Stops and, if performed, Protective Pat Downs or other searches, will review the reports and ensure they are properly completed and conform to Department policy.”

When CPD officers ... engage in the enforcement of the Loitering Ordinances, their reports need to justify that the ... enforcement action complies with the law and CPD policy.

S10-02-03 Section III.A.5

“If a Department member determines that a person(s) is engaged in loitering prohibited by the Loitering Ordinances, the member will: 5. complete a Gang/ Narcotic-Related Loitering Dispersal Report (CPD-43.455) for each person engaged in gang or narcotics-related loitering.”

Consent Decree Requirement	Policy Language
	<p>S10-02-03 Section IV.A.1.B</p> <p>“Field supervisors will: b. review Gang/Narcotic-Related Loitering Dispersal Reports, and any associated Stop Reports, submitted during their tour of duty, to ensure they are properly completed and conform to Department policy...”</p> <p>S10-02-03 Section IV.B.1</p> <p>“When a custodial arrest is made, the watch operations lieutenant will: 1. Review the Arrest Report and ensure it clearly articulates probable cause for the person’s arrest, consistent with the Department directive titled, “Processing Persons Under Department Control.”</p>

## CPD Officers Required to Provide Specific Facts for Justifying Investigatory Stops

- *Relevant Consent Decree Paragraph(s): 815*

During the eleventh reporting period, the City and CPD provided the G03-08 Police Encounters and the Fourth Amendment Suite, publishing a pre-implementation version on December 31, 2024. The updated drafts of G03-08-01 Investigatory Stops and G03-08-03 Reporting Temporary Detentions incorporate the requirements of §815. G03-08-01 Section IV.B.1 permits officers to conduct a search during an investigatory stop if there is reasonable articulable suspicion that the individual is involved in a crime or has evidence of one. Additionally, G03-08-01 Section III.A.5 prohibits officers from justifying a stop solely by labeling someone’s behavior as “suspicious” without providing specific facts of criminal activity, a requirement also reflected in G03-08-03 Section II.D.2.

# *CPD Policy on Documenting Reasonable Suspicion for Detention and Pat Downs*

- ***Relevant Consent Decree Paragraph(s): 816***

The City and CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest drafts of G03-08-01 Investigatory Stops and G03-08-03 Reporting Temporary Detentions<sup>12</sup> incorporate the requirements of ¶816. For example, G03-08-01 Section IV.C. states:

“C. Sworn Department members who conduct Investigatory Stops and Protective Pat Downs will document the Investigatory Stop on a Stop Report (CPD-11.910) in the Temporary Detention (Stop) Application, consistent with the Department directive titled “Reporting Temporary Detentions.”

REMINDER: All of the facts that support Reasonable Articulate Suspicion for the Investigatory Stop and, if applicable, all of the facts that support Reasonable Articulate Suspicion to perform a Protective Pat down of a person will be documented on a Stop Report in the Temporary Detention (Stop) Application, consistent with the Department directive titled “Reporting Temporary Detentions.”

CPD Department Directive entitled “Reporting Temporary Detentions,” referenced above is G03-08-03, which sets out specific requirements for the completion of Stop Reports consistent with the requirements of ¶816.

## *CPD Policy on Documenting Reasonable Suspicion for Detention and Pat Downs in ISR or Stop Report*

- ***Relevant Consent Decree Paragraph(s): 817***

The City and CPD provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. The latest draft of G03-08-01 Investigatory Stops incorporates the requirements of ¶817. Specifically, G03-08-01 Section II.M states, “Department members will document on the Stop Report any Department video viewed prior to the completion of the report, including body-worn camera (BWC) or in-car video system (ICVS) footage.”

## *CPD Policy on Submission and Revision of ISRs, Stop Reports, and LDRs*

- ***Relevant Consent Decree Paragraph(s): 818***

To continue, we submitted the S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published preimplementation versions of the policies on December 31, 2024. As reflected in the table below, the latest drafts of G03-08-04 Department Review of Temporary Detentions, and S10-02-03 Gang and Narcotics-Related Enforcement incorporate the requirements of ¶818.

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.

## Consent Decree Requirement

## Policy Language

CPD will permit officers to submit only one revised version of an ISR, Stop Report, or LDR from an investigatory stop, protective pat down, or Loitering Ordinance dispersal order, upon a supervisor's review and rejection of the originally submitted ISR, Stop Report, or LDR

G03-08-04 Section III.B.3.d Note

"Only one revised version of a Stop Report can be submitted upon a supervisor's review and rejection of the originally submitted Stop Report."

S10-02-03 Section III.A.5.b

"Department members will submit only one revised version of a Gang/Narcotic Related Loitering Dispersal Report for a Loitering Ordinance dispersal order, upon a supervisor's review and rejection of the originally submitted report."

When a supervisor rejects an ISR, Stop Report, or LDR, the supervisor will document in writing the reason for the rejection, such as requesting that an officer amend an ISR or Stop Report for lack of sufficient description of reasonable articulable suspicion.

G03-08-04 Section II.A

"The Deficiency Rejection Report documents the rejection of a Stop Report by the initial reviewing supervisor."

G03-08-04 Section II.C

"The supervisor will document in writing the reason for the rejection, such as requesting that a sworn Department member amend a Stop Report for lack of sufficient description of Reasonable Articulable Suspicion."

G03-08-04 Section III.B.3.b

"Reviewing supervisors will: 3. for rejected Stop Reports requiring a Deficiency Rejection Report: b. complete a Deficiency Rejection Report..."



Consent Decree Requirement	Policy Language
	<p>S10-02-03 Section IV.A.2</p> <p>“When a supervisor rejects a Gang/Narcotic-Related Loitering Dispersal Report, the supervisor will document in writing the reason for the rejection.”</p> <p>G03-08-04 Section II.D</p>
<p>CPD will prohibit officers from submitting multiple revised versions of an ISR, Stop Report, or LDR, or further revising an ISR, Stop Report, or LDR once a revised version has been submitted.</p>	<p>“Sworn Department members are prohibited from submitting multiple revised versions of a Stop Report, or further revising a Stop Report once a revised version has been submitted.”</p> <p>S10-02-03 Section III.A.5.b</p> <p>“It is prohibited to submit multiple revised versions of a Gang/Narcotic-Related Loitering Dispersal Report once a revised version has been submitted.”</p>

## CPD Policy on Providing Investigatory Stop Receipts

- *Relevant Consent Decree Paragraph(s): 819*

To continue, we submitted the G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. As reflected in the table below, the latest drafts of G03-08-01, Investigatory Stops, and G03-08-03 Reporting Temporary Detentions incorporate the requirements of ¶819.

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.

## Consent Decree Requirement

## Policy Language

CPD will require officers to provide an Investigatory Stop Receipt or Stop Receipt to a stopped individual at the conclusion of an investigatory stop ...

G03-08-01 Section II.K

“At the conclusion of an Investigatory Stop, sworn members will provide the person with a Stop Receipt consistent with the Department directive titled “Reporting Temporary Detentions.”

G03-08-01 Section IV.A.6 “When conducting an Investigatory Stop, sworn Department members will: 6. at the conclusion of an Investigatory Stop, provide the person with a Stop Receipt consistent with the Department directive titled “Reporting Temporary Detentions.”

G03-08-03 Section IV.E

“Upon the completion of an Investigatory Stop or a Probable Cause Stop, sworn members are required to provide the person stopped a completed Stop Receipt.”

... except an officer will not provide a receipt when an investigatory stop ends in an arrest and transport to a CPD facility or ends in the issuance of a citation and release from the scene under the Illinois Pre-Trial Fairness Act.

G03-08-03 Section IV.E

“EXCEPTION: A Stop Receipt will not be provided if the person stopped is arrested and transported to a Department facility, or the Temporary Detention ends in the issuance of a citation and release from the scene under the Illinois Pre-Trial Fairness Act.”

In any circumstance in which an Investigatory Stop Receipt or Stop Receipt was required but was not provided to or received by the individual, the CPD officer will articulate in the ISR or Stop Report the reasons why the receipt was not provided to or received by the individual stopped.

G03-08-03 Section IV.E.1

“If a required Stop Receipt was not provided to or received by the person, the Department member will articulate in the Stop Report the reasons why the receipt was not provided or received by the person stopped.”

# Requirements for Investigatory Stop Receipts and Stop Receipts

- *Relevant Consent Decree Paragraph(s): 827*

As we continue our hard work, we submitted the G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy on December 31, 2024. As reflected in the table below, the latest draft of G03-08-03 Reporting Temporary Detentions incorporates the requirements of ¶820.

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.

Consent Decree Requirement	Policy Language
Investigatory Stop Receipts and Stop Receipts will indicate the Office of Emergency Management and Communications Police Computer Aided Dispatch event number of the stop, the reason for the stop, the CPD officer’s name and star number, whether a consent search was conducted, ...	G03-08-03 Section IV.E.2 “The Stop Receipt will include the Office of Emergency Management and Communications Police computer-aided dispatch (PCAD) event number, the reason for the stop, the sworn member’s name and star number, and whether a consent search was conducted.”
... and instructions on how to obtain a copy of the ISR or Stop Report from CPD through an Illinois Freedom of Information Act request.	G03-08-03 Section I.3 Note “The Stop Receipt contains instructions on how to obtain a copy of a Stop Report from the Department through an Illinois Freedom of Information Act request.”

## *CPD Policy Consistency for Investigatory Stops, Protective Pat Downs, and Loitering Ordinances*

- *Relevant Consent Decree Paragraph(s): 821*

Our Department provided S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies on December 31, 2024. The latest drafts of G03-08 Police Encounters and the Fourth Amendment, and S10-02 Gang and Narcotics-Related Enforcement incorporate the requirements of ¶821.

## *CPD Policy Consistency for Investigatory Stops, Protective Pat Downs, and Loitering Ordinances*

- *Relevant Consent Decree Paragraph(s): 821*

The IMT reviewed the pre-implementation drafts of the S10-02 Gang and Narcotics Related Loitering policy suite and the G03-08 Police Encounters and the Fourth Amendment Suite, both of which incorporate ¶827's requirements. For example, S10-02 Section V.B.2 specifies that the Deputy Chief of the Training and Support Group will ensure the Department determines any additional training needs related to the enforcement of Loitering Ordinances, which will be part of the annual Training Needs Assessment. The same language appears in G03-08 Section VIII.B.2.

To assess Secondary compliance, the IMT reviewed our 2024 and 2025 Training Needs Assessments. In 2024, "Investigative Stop" was identified as a mandatory training topic and covered in 2023 sessions, such as the Fourth Amendment eLearning and Constitutional Policing training. The 2025 assessment also identified "Investigative Stop" as mandatory, with training planned for 2025 through Constitutional Policing eLearning. However, G03-08 and S10-02 were not listed as policies requiring training in 2025.

## *CPD Supervisor Review Requirement for ISRs, Stop Reports, LDRs, and Related Arrest Reports*

- ***Relevant Consent Decree Paragraph(s): 828***

The IMT reviewed the pre-implementation drafts of S10-02 (Gang and Narcotics Related Loitering policy suite) and G03-08 (Police Encounters and the Fourth Amendment Suite), which now include the requirements of ¶828. For instance, G03-08-04 Section III.A specifies that supervisors must review Stop Reports for investigatory stops, protective pat downs, and other searches to ensure they comply with Department policy. Similarly, S10-02-03 Section IV.A.1.b requires field supervisors to review Gang/Narcotic-Related Loitering Dispersal Reports and Stop Reports during their shift. Section IV.B. also mandates that watch operations lieutenants review arrest reports for custodial arrests related to Loitering Ordinance enforcement. To achieve Secondary compliance, CPD must integrate these provisions into its training curriculum, share draft training materials with the IMT and OAG, and demonstrate community engagement in developing them.

## *CPD Supervisors to Approve or Reject ISRs, Stop Reports, and LDRs by End of Shift*

- ***Relevant Consent Decree Paragraph(s): 829***

During the eleventh reporting period, we finalized the S10-02 Gang and Narcotics-Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite, publishing pre-implementation versions on December 31, 2024. The latest drafts of S10-02-03, G03-08-03, and G03-08-04 align with ¶829 requirements. For instance, G03-08-03 Section III.A.5 specifies that supervisors must review all Stop Reports, in both electronic and hard copy form, and either approve, return for correction, or take other appropriate actions before their shift ends. G03-08-04 Section III.B.1 and S10-02-03 Section IV.A.1.b similarly require supervisory reviews for stop reports, arrest reports, and Gang/Narcotic-Related Loitering Dispersal Reports



## *CPD Supervisors' Review of ISRs, Stop Reports, and LDRs for Compliance with CPD Policy*

- ***Relevant Consent Decree Paragraph(s): 830***

For IMR-11, we finalized the S10-02 Gang and Narcotics Related Loitering policy suite and G03- 08 Police Encounters policy suite, publishing pre-implementation versions on December 31, 2024. The latest drafts of S10-02-03 and G03-08-04 incorporate the requirements of ¶830. For instance, G03-08-04 Section III.A specifies that supervisors must review all Stop Reports, including those related to investigatory stops and protective pat downs, ensuring they are completed properly and in line with our policy. Supervisors are also responsible for confirming that reasonable articulable suspicion for the stop and pat down is documented. Similarly, S10- 02-03 Section IV.A.1.b outlines field supervisors' responsibilities for reviewing Gang/Narcotic Related Loitering Dispersal Reports and associated Stop Reports during their shifts.

## *CPD Supervisors' Responsibility to Inform Officers of Rejection Reasons and Comply with Review Policy*

- ***Relevant Consent Decree Paragraph(s): 831***

We finalized S10-02, the Gang and Narcotics Related Loitering policy suite, and G03-08, the Police Encounters and the Fourth Amendment Suite, publishing pre-implementation versions on December 31, 2024. The latest drafts of S10-02-03 and G03-08-04 incorporate ¶831 requirements.

# CPD Supervisors to Implement After-Action Support for Rejected Reports, Including Retraining or Discipline

- *Relevant Consent Decree Paragraph(s): 832*

The completed S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies on December 31, 2024 was submitted. As reflected in the table below, the latest drafts of G03-08-04 Department Review of Temporary Detentions and S10-02-03, Gang and Narcotics-Related Enforcement<sup>23</sup> incorporate the requirements of ¶832.

The following indicates a Comparison of Consent Decree Requirement with Sample Policy Language.

## Consent Decree Requirement

With respect to the supervisory review of ISRs, Stop Reports, and LDRs, CPD supervisors will take the appropriate action, such as after-action support recommendations, to address any rejected reports and deviations from CPD policy related to the report or the conduct described in the report.

## Policy Language

G03-08-04 Section III.B.3.c  
“Reviewing supervisors will: 3. For rejected Stop Reports requiring a Deficiency Rejection Report: c. take the appropriate action, such as after-action support recommendations, to address any rejected reports and deviations from Department policy related to the report or the conduct described in the report.”

S10-02-03 Section IV.A.2.b  
“When a supervisor rejects a Gang/Narcotic-Related Loitering dispersal Report, the supervisor will document in writing the reason for the rejection. Supervisors will: b. take the appropriate action, such as after-action support recommendations, with respect to the supervisory review and rejection of submitted Gang/Narcotic-Related Loitering Dispersal Reports to address any rejected reports, deviations from

# Consent Decree Requirement

# Policy Language

The after-action support recommendations may include, but are not limited to, individual debriefing with a supervisor, reviewing CPD policy with the CPD officer, reviewing BWC footage from the stop with the CPD officer, mandatory retraining, formal counseling, enhanced supervision, or initiating progressive discipline.

The appropriate after-action support will be documented within the report rejection.

Department policy related to the report, or the conduct described in the report.”

G03-08-04 Section III.B.3.c  
“NOTE: The after-action support recommendations may include, but are not limited to, individual debriefing with a supervisor, reviewing CPD policy with the CPD officer, reviewing BWC footage from the stop with the CPD officer, mandatory retraining, formal counseling, enhanced supervision, or initiating progressive discipline.”

S10-02-03 Section A.2.b.  
“EXAMPLE: The after-action support recommendations may include, but are not limited to, individual debriefing with a supervisor, reviewing CPD policy with the CPD officer, reviewing BWC footage from the stop with the CPD officer, mandatory re-training, formal counseling, enhanced supervision, or initiating progressive discipline.”

G03-08-04 Section III.B.3.c  
“NOTE: ... The appropriate after-action support will be documented within the Deficiency Rejection Report.

S10-02-03 Section IV.A.2.c  
“When a supervisor rejects a Gang/Narcotic-Related Loitering Dispersal Report, the supervisor will document in writing the reason for the rejection. Supervisors will: c. document the appropriate afteraction support within the report rejection.”

## *CPD Supervisors to Review and Document BWC Footage as Directed by 4th Amendment Review Unit*

- *Relevant Consent Decree Paragraph(s): 833*

Our Department provided G03-08 Police Encounters and the Fourth Amendment Suite and published a pre-implementation version of the policy for this IMR. The latest draft of G03-08-04 Department Review of Temporary Detentions incorporates the requirements of ¶833. Specifically, G03-08-04 Section III.B.4 sets out the exact language of ¶833.

## *CPD to Post Annual De-Identified Investigatory Stop Data and ISR Dictionary Online*

- *Relevant Consent Decree Paragraph(s): 834*

The S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies we submitted to the IMR for this IMR period. The latest drafts of G03-08-03 Reporting Temporary Detentions and S10-0225 incorporate the requirements of ¶834. Specifically, G03-08-03 Section IX identifies the Department as being responsible for collecting and posting the de-identified investigatory stop data derived from Stop Reports on its website. It also identifies the Information Services, Office of Public Safety Administration (OPSA), as facilitating the Department posting the de-identified data.

## *CPD to Collect and Maintain Data on Investigatory Stops and Loitering Ordinance Enforcement*

- *Relevant Consent Decree Paragraph(s): 839*

Our Department completed and published pre-implementation drafts of S10-02 (Gang and Narcotics Related Loitering) and G03-08 (Police Encounters and Fourth Amendment) policies on December 31, 2024. These drafts, including

G03-08-03 and G03-08-04, incorporate the requirements of §839, such as the need to maintain data on investigatory stops and protective pat downs to assess practices and post de-identified data on the CPD website.

We have provided de-identified ISR data for April-October 2024 and produced the 2024 TRED Mid-Year Report, which included an analysis of ISR data to evaluate our practices. The report highlighted an increase in reviews and ISRs, as well as identified trends, including recurring deficiencies in “Pat Down – Insufficient RAS” and “Improper Justification.” The 4ASRU completed 6,033 ISR reviews from June to December 2023, and 6,584 between January and June 2024, with some requiring BWC footage review. The trends underscore the need for improved training and more proactive supervisory intervention to address deficiencies and ensure better compliance with legal standards.

## *CPD’s 4th Amendment Street Stop Review Unit to Conduct Reviews of ISRs, Stop Reports, and Loitering Enforcement*

- *Relevant Consent Decree Paragraph(s): 852*

For IMR-11, we released a pre-implementation version of the G03-08 Police Encounters and Fourth Amendment Suite, including the G03-08-04 Department Review of Temporary Detentions. The latest draft of G03-08-04 Section IV.A outlines that the 4th Amendment Stop Review Unit (4ASRU) will conduct reviews of a representative sample of Stop Reports, including those related to Loitering Ordinance enforcement. In reviewing Secondary compliance, the IMT assessed the NOJO Application Selection Documentation and the To/From Subject Report, confirming that we have designated personnel for the 4ASRU to conduct these reviews, meeting the compliance requirements.

## *CPD will ensure the 4th Amendment Street Stop Review Unit is properly staffed and resourced for effective reviews.*

- *Relevant Consent Decree Paragraph(s): 853*

The IMT reviewed the 4ASRU NOJO materials, staffing assessment, and NOJO application selection. The IMT highlights the Department’s responsibility to address the staffing challenges identified. We will continue working on staffing needs and assess solutions to the challenges in this matter.



## *CPD will ensure the 4th Amendment Street Stop Review Unit is properly staffed and resourced for effective reviews.*

- ***Relevant Consent Decree Paragraph(s): 854***

For this IMR period, the IMT reviewed the 3% Representative Sample Presentation, ISR totals and demographic data, and the 2024 TRED Mid-Year Report. The Department, particularly the 4ASRU, continues to conduct department-level reviews, ensuring they are demographically and geographically represented. The provided documentation also shows that the 4ASRU completed reviewing the backlog. With the review of 3% of the ISR backlog, we have achieved full compliance with ¶854.

## *4th Amendment Street Stop Review Unit to Report Demographic and Geographic Data of Reviewed Stops*

- ***Relevant Consent Decree Paragraph(s): 856***

To continue, the IMT reviewed the ISR Totals and Demographic Data and the 2024 TRED Mid-Year Report. We continue to perform Department level reviews by the 4ASRU to comply with the paragraph requirements by ensuring that the reviews are demographically and geographically representative of the jurisdiction.

## *Semi-Annual Report on 4th Amendment Street Stop Reviews, Trends, and Recommendations*

- ***Relevant Consent Decree Paragraph(s): 860***

Our Department released the pre-implementation version of the G03-08 Police Encounters and the Fourth Amendment Suite on for IMR-11. The latest draft of G03-08-04 Department Review of Temporary Detentions incorporates the requirements of ¶860. Section IV.D of G03-08-04 reflects this verbatim.

The IMT reviewed the 2024 TRED Mid-Year Report, which included an analysis by the 4ASRU on ISR data related to investigatory stops, protective pat downs, and Loitering Ordinance enforcement. The 4ASRU reported the total number of ISRs reviewed, the number rejected, and identified trends, such as increased deficiencies in “Pat Down – Insufficient RAS” and “Improper Justification.” Additionally, a small number of ISRs required BWC footage reviews, indicating the need for better training and improved supervisory intervention.

The 2024 TRED Mid-Year Report also tracked officers with multiple rejected ISRs, but it did not address certain required data points in ¶860, such as the number of officers with multiple rejected ISRs for insufficient RAS or the identification of equipment, training, or policy concerns. We will continue developing our reports to achieve Secondary compliance. Specifically, the 4ASRU must conduct a more comprehensive analysis of these metrics as outlined in ¶860.

## *CPD to Establish Channels for Community and Department Input on Investigatory Stop Policies and Forms*

- *Relevant Consent Decree Paragraph(s): 862*

The Department provided G03-08, Police Encounters and the Fourth Amendment Suite, and published a pre-implementation version of the policy on for this IMR period. The latest draft of G03-08 Section VII.B.1 sets out the language of ¶862 verbatim.

## *CPD to Seek Community Input on Policies and Training Revisions*

- *Relevant Consent Decree Paragraph(s): 863*

We submitted the S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies. The latest drafts of S10-02 and G03-0829 incorporate the requirements of ¶863. Specifically, G03-08 Section VII.B.2 and S10-02 Section IV.B.1.b set out the language of ¶863.

## *CPD to Conduct Biennial Community Engagement on Stop and Loitering Ordinance Policies*

- *Relevant Consent Decree Paragraph(s): 864*

The S10-02 the Gang and Narcotics Related Loitering policy suite and G03-08 Police Encounters and the Fourth Amendment Suite and published pre-implementation versions of the policies were submitted on December 31, 2024. The latest drafts of S10-02 and G03-08 incorporate the requirements of ¶864. Specifically, G03-08 Section VII and S10-02 Section IV set out a community engagement plan that includes the requirements of ¶863.

## *Inclusion of Stop, Pat Down, and Loitering Ordinance Enforcement in Public Awareness Campaign*

- *Relevant Consent Decree Paragraph(s): 866*

The IMT reviewed two versions of the Know Your Rights Summary of Work – 2024, which addressed the requirements of ¶866.

**This concludes the IMR-11 reporting period (July 1, 2024, to December 31, 2024).  
The next semiannual report, Independent Monitoring Report 12,  
will cover January 1, 2025, to June 30, 2025.**



