

TO: Office of the Mayor; City Council

FROM: Dana O'Malley
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DATE: February 18, 2026

RE: Progress Report - Early Intervention System

Background

In January 2019, the City of Chicago entered into a policing Consent Decree in *State of Illinois v. City of Chicago*, N.D. Ill. 17-cv-06260. The Consent Decree sets forth numerous requirements for the Chicago Police Department ("CPD") to reform training, policies, and practices to ensure constitutional, effective, and transparent policing. Paragraphs 583-605 of the Consent Decree require the Department to establish an automated electronic system that will provide information to supervisors that enables them to proactively identify at-risk behavior by officers under their command.,

On December 20, 2025, an amendment to § 2-84 of the Municipal Code was passed establishing requirements for the Department of Police to report monthly on its *"progress in implementing an early intervention system that will provide information to supervisors that enables them to proactively identify at-risk behavior by officers under their command [...]"*

Early Intervention and Support System (EISS)

Beginning in 2023, CPD began to formulate a plan whereby features of the Department's legacy threshold-based performance management programs would be combined with an advanced data-driven early warning tool. The goal was to combine, refine, and automate the current traditional rule-based programs into a single policy-based application while also adding cutting edge predictive analytic tools and data science to provide real-time risk analysis to supervisors. CPD referred to this comprehensive early intervention and performance management tool as the "Early Intervention and Support System."

Between 2023-2024, the Department worked collaboratively with the Independent Monitoring Team to design a conceptual framework for this combined initiative as well as a draft policy. In 2025, CPD selected *Benchmark Analytics* as the vendor for this project. Benchmark is responsible for providing the Department with a digital platform that will allow supervisors to assess officer activities and behavior and use predictive analytics to identify potential at-risk officers. During the latter half of 2025, CPD and OPSA worked with the Benchmark data teams to provide them with both access and information on our current and historical data sources. Based on this information, Benchmark's team of 20+ data scientists created a series of predictive models and algorithms that will identify patterns of conduct that lead to problematic behavior. These models were developed specifically for the Chicago Police Department based on internal historical data as well as our unique requirements per the Consent Decree. In addition to these data-driven alerts, Benchmark also has worked to update and automate the Department's legacy rule-based personnel management functions and fully integrate them into the Benchmark Platform via their 'Policy Alerts' module.

All EISS alerts (both data-driven as well as policy-based) will flow through the Benchmark platform into a combined course-of-action management system that provides customized plans of action to officers identified by EISS as needing career support, supervisory intervention, or wellness assistance. The combined platform will allow supervisors to build, implement, track, and evaluate an officer-specific action plan each time an alert is generated based either on past policy deviations or statistical risk profiles.

Current Status and Near Term Goals

At this point, the Benchmark team has completed its analysis of CPD's data and has developed a model that they believe will have a high degree of predictive value for the Department going forward. CPD has worked with Benchmark to integrate and customize our historical policy alert requirements into their platform - providing our members and supervisors with a comprehensive early intervention tool to address risk and policy deviation proactively and in a supportive, non-disciplinary manner.

In the coming months, CPD will be re-submitting an updated draft EISS policy to both the Independent Monitoring Team (IMT) as well as the Office of the Attorney General (OAG) for their review and approval. Based on this policy, we plan to develop comprehensive training for both supervisory and non-supervisory sworn and civilian Department members. For non-supervisory members, we intend to provide training which gives an overview of the EISS program, policy familiarization, and high-level explanation of the data-science behind our predictive risk models. For supervisors, we hope to offer training that will prepare them to utilize the EISS platform to identify patterns of risk indicators and intervene early to support officer wellness, accountability, and performance improvement. The supervisor training will provide a deeper emphasis on data interpretation, fair and consistent documentation, coaching techniques, and proactive risk management that enhances officer development. We are also in the process of standing up a dedicated Early Interventions and Support Unit (EISU) staffed by members who will assist frontline supervisors with completing EISS alerts and plans as well as monitoring and reporting on program compliance, trend analysis, and other objective metrics.

The Department hopes to be able to launch the EISS citywide in 2027 pending a final approval of policy, approval and delivery of adequate training for our members, and the finalization of modifications to the Benchmark data models, application, and platforms.