

TO: Office of the Mayor; City Council

FROM: Dana O'Malley  
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RE: March 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.

### **Updates for February, 2026**

During the month of February, the Department continued working to finalize the policy that will govern the EISS initiative. We hope to be able to have that directive submitted to the Independent Monitoring Team and Office of the Attorney General for their review and approval in the coming weeks. Efforts also continued in the development of comprehensive training which we plan to deliver to all Department supervisors prior to launching the EISS. Finally, we continued our work with Benchmark to make additional modifications and improvements to the online early intervention application and interface.

The Department remains committed to launching 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.

### **Updates for March, 2026**

Progress on the development of the EISS continued to advance across several key areas during the month of March. The Department continued working on both the policy and training which will be applicable to the EISS. Additionally, CPD worked with the Benchmark data team to validate the findings regarding 'policy alert' notifications. Lastly, we began working with BIA and COPA to develop a complaint notification protocol that will complement the EISS initiative by increasing transparency and awareness surrounding internal investigations.