

Independent
Monitoring Period
No. **12**

Chicago Police Department Reform Progress Update





Message from the Superintendent



Dear Chicagoans,

Throughout the past six months, the men and women of the Chicago Police Department continued working to build stronger trust in our communities while simultaneously building safety in every neighborhood. One cannot be accomplished without the other, and the progress we have made is evidence of that.

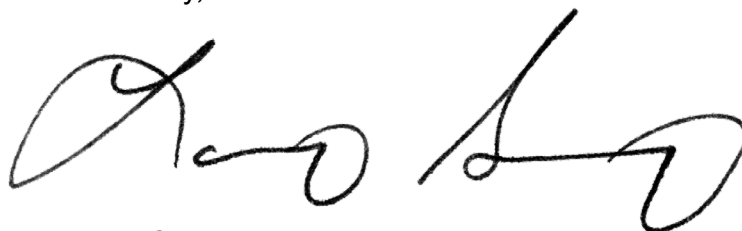
During IMR-12, we built on the foundation we have set into place since we began our reform efforts more than six years ago. While we are still working to meet our obligations as outlined by the consent decree, we have not restricted ourselves simply to what is required of us. Reform is about recognizing where we can improve and taking the steps necessary to enact that change. The reforms we are implementing affect every bureau and every member within our department. The policies, training and resources we have equipped our members with helps us better serve our communities across the city.

Initiatives like the Community Training Observation Days, which were held during IMR-12, allow residents of our city to see the reforms we have made in action. The training days brought community

members into the Joint Public Safety Training Center so that they could receive some of the same classroom and scenario-based training our officers receive. These training days focused on building trust through transparency, while also giving community members a glimpse into what our officers do daily to keep them safe.

The efforts we have made would not be possible without the collaboration of our residents and community partners. We will continue working alongside each other to strengthen our department and our city.

Sincerely,

A handwritten signature in black ink, appearing to read 'Larry Snelling', written in a cursive style.

Larry Snelling
Superintendent of Police
Chicago Police Department

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Executive Summary

Introduction and Overview

The Chicago Police Department (CPD) has continued to strengthen its reform efforts during the IMR-12 monitoring period, advancing initiatives that reinforce transparency, accountability, and trust across the city. Through the leadership of Superintendent Snelling and the expansion of the Office of Constitutional Policing and Reform (OCPR), the department has refined its structures to ensure reforms are implemented with urgency, coordination, and sustainability.

This period reflects significant progress in key areas of the consent decree. Community policing initiatives included the launch of the “Interactions with Youth” eLearning course, publication of the Digital Resource Guide, and hosting the first Community Training Observation Days. Impartial policing efforts advanced through the development of draft training curriculum on search warrants and interactions with persons with disabilities, with new approaches to their corresponding draft policies vetted by both the Independent Monitoring Team and the Office of the Attorney General (OAG). In crisis intervention, CPD developed its first Officer Implementation Framework in five years, established operational dashboards to track training and response data, and strengthened partnerships with the Chicago Council on Mental Health Equity.

Use of Force oversight was expanded with district-level firearm pointing reviews, additional captain training, and an audit of foot pursuits. Training modernization included the completion of the 2026 Training Plan, revisions to the Field Training and Evaluation Program, and broad deployment of new eLearning modules. Supervision improvements included progress on the draft Performance Evaluation System policy and expanded training on Unity of Command and Span of Control. Officer wellness was bolstered by hiring additional chaplains, producing new wellness strategies and reports, and improving transparency in Employee Assistance Program data.

Data modernization advanced with the development and testing of the Universal Stop Application, designed to improve accuracy and accessibility of investigatory stop data. Across all of these efforts, CPD has expanded the capacity of OCPR to provide stronger project management, compliance oversight, and cross-functional accountability to sustain long-term reform.

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, we are 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, we recognize 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 in Advancing CPD Reforms

The Superintendent's leadership during IMR-12 has emphasized transparency, accountability, and cultural change as the foundation for reform. His approach has focused on moving beyond compliance benchmarks to demonstrate whether reforms are taking hold in daily practice.

A key development during this reporting period has been CPD's expanded use of data and performance metrics in its relationship with the Independent Monitoring Team (IMT). By sharing more robust internal reporting, CPD enabled external stakeholders to evaluate progress in measurable, outcome-driven ways. This shift underscored the Superintendent's view that reform must be proven effective through results, not only policies.

Superintendent Snelling also prioritized building stronger lines of communication – both within the Department and with the community. Internally, he has encouraged project leads and supervisors to integrate reform goals into everyday operations, reinforcing accountability at every level. Externally, initiatives such as Community Training Observation Days and structured feedback mechanisms with community groups provided new opportunities for residents to see reforms in action and to shape training and policy development.

His leadership has also emphasized cultural transformation. By reinforcing the importance of professionalism, openness to change, and respectful engagement – both with the public and among CPD members – Superintendent Snelling has fostered a long-term shift in departmental norms. These cultural changes are essential to sustaining operational compliance once achieved and building durable public trust.

The cumulative effect of these efforts is evident in CPD's rising compliance numbers and the broader shift in how reforms are discussed and implemented. Superintendent Snelling has advanced a model of leadership that is not limited to directives, but one that empowers accountability, transparency, and sustained cultural change across the organization.



Strengthening Community Input in Policy and Training

During IMR-12, CPD advanced its commitment to meaningful community input by moving beyond traditional policy reviews to more structured, interactive, and transparent forms of engagement. These efforts ensure that reforms reflect both constitutional requirements and the lived experience of Chicago residents.

Key Initiatives in IMR-12:

- **Community Training Observation Days (CTOD)** For the first time, residents and community leaders – including representatives from CCPSA, the courts, and advocacy groups – were invited to the Joint Public Safety Training Center to observe scenario-based training. This initiative fostered transparency by allowing the public to see how officers are being trained on constitutional policing, crisis response, and officer wellness.
- **Policy and Training Review Partnerships**
 - o The Crisis Intervention Unit re-established its policy and training review process with the Chicago Council on Mental Health Equity.
 - o CPD partnered with Creer Un Espace to gather feedback on Use of Force policies during several ongoing community roundtables.
 - o Feedback was gathered from the Council of Religious Leaders of Metropolitan Chicago on the draft curriculum of the Interactions with Communities of Faith eLearning.
 - o The Office of Equity and Engagement finalized and launched the LGBTQIA+ Concepts training with input from Center on Halsted.
 - o CPD received feedback from CAASE, The Network, and the Mayor's Office on the finalized Gender Based Violence policy.

These initiatives mark a shift from passive collection of community comments to active, collaborative engagement. By embedding feedback loops in both policy development and officer training, CPD is building a more transparent and responsive model of reform that better aligns with community expectations and strengthens trust.



Overview of Report

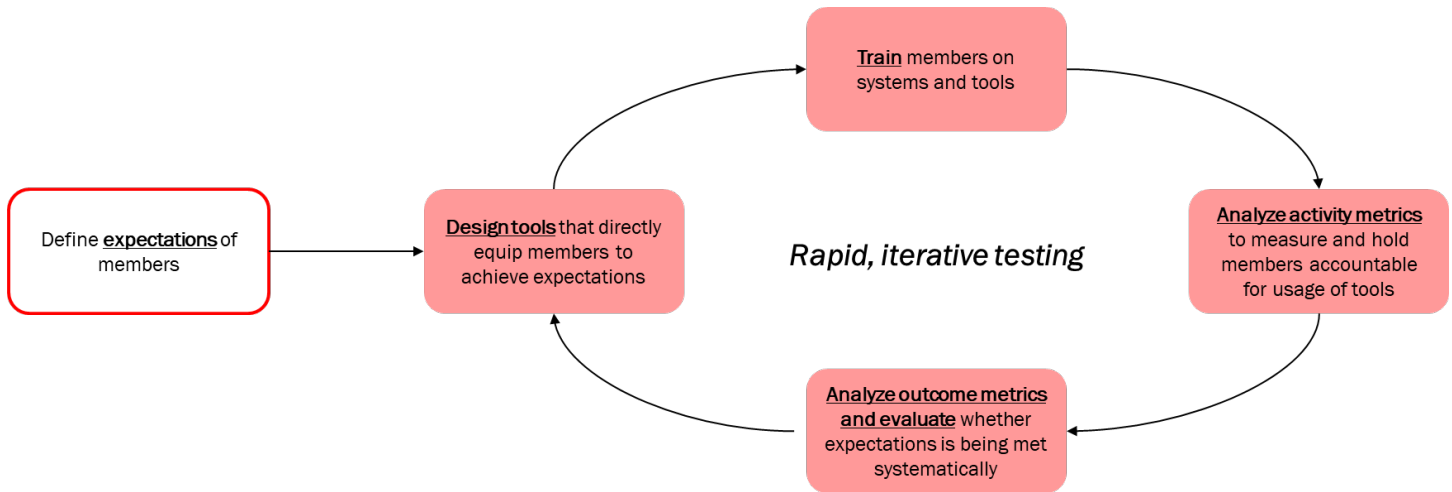
This report reflects the progress the CPD has made during the IMR-12 monitoring period (January – June 2025) toward achieving compliance with the consent decree and building lasting organizational change. The document is structured to provide updates across all major reform areas, including community policing, impartial policing, crisis intervention, use of force, training, supervision officer wellness, accountability, and data modernization.

A central development this reporting period has been the expansion of the Office of Constitutional Policing and Reform. Recognizing the scope and scale of the consent decree, CPD has strengthened OCPR's staffing structure to serve as the Department's central hub for reform planning, project management, compliance monitoring, and community engagement. This structural growth has not only enhanced CPD's ability to plan and implement reforms but has also directly improved how the Department documents and reports on its progress.

With expanded OCPR staffing, CPD is now able to produce more robust and detailed reporting that reflects both compliance metrics and the operational impact of reforms. The improvements in this report – ranging from clearer tracking of initiatives to stronger integration of community input and data-driven evaluation – are a direct result of OCPR's enhanced capacity.

The IMR-12 report therefore serves a dual purpose: it documents the Department's measurable progress in key reform areas, and it demonstrates how investments in organizational infrastructure are yielding tangible improvements in accountability and transparency. CPD's ability to present reforms with greater clarity and rigor reflects not just compliance with the consent decree, but a broader cultural shift toward openness, continuous improvement, and public trust.

Figure 1: The Chicago Police Department's Reform Cycle



IMR-12 Progress and Key Highlights

This Progress and Highlights Summary from IMR-12 outlines the department's ongoing efforts and achievements under the 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
<p>Community Policing</p>	<ul style="list-style-type: none"> • Digital Resource Guide created and published on June 26. • “Interactions with Youth” eLearning successfully launched. • Partnered with the Training Academy to host the first Community Training Observation Days (CTOD). • Provided a comprehensive summary report of progress related to CPAP recommendations and published on CPD website



Section	Highlights by Section
<p>Community Policing <i>continued</i></p>	<ul style="list-style-type: none"> • Submitted additional deliverables supporting operational compliance, including: <ul style="list-style-type: none"> o District Strategic Plan Reviews (§15) o Arrestee Phone Access Data (§31) o Community Survey Report (§46) o Know Your Rights Campaign Summary Report (§28) • Initiated a Refresher Plan to enhance the quality of Beat and DAC Meeting Structure.
<p>Impartial Policing</p>	<ul style="list-style-type: none"> • Finalized and launched the LGBTQIA+ Concepts In-Service Training with input from Center on Halsted • Finalized and published G02-06 Gender Based Violence Incidents with input from community partners. • Received approval from the IMT and OAG on new draft policies of S02-07 Interactions with Persons with Disabilities, S02-07-01 Interactions with Persons with Physical Disabilities, and S02-07-02 Interactions with Persons with Non-Visible Disabilities. • Implemented Community Engagement Framework and Community Engagement Plan and published policy. • Received approval from IMT and OAG for revisions on S04-19 Search Warrant Policy. • Developed and submitted to IMT/OAG a comprehensive lesson plan and training materials for the new two-day, in-person Search Warrant Training. • Created and submitted a Search Warrant eLearning module to IMT/OAG for review and implementation.

Section

Highlights by Section

Crisis Intervention

Strategic Planning and Framework Development:

- Officer Implementation Plan Framework Finalized

After extensive collaboration with the IMT and OAG, CIU developed and submitted the framework for the Officer Implementation Plan to move into production.

- o This is the first Officer Implementation Plan produced in nearly five years.
- o It lays the groundwork for the full plan and is designed to support compliance with several of the Crisis Intervention paragraphs of the consent decree.

Data-Driven Oversight and Transparency:

- Finalized Operational Dashboards for Quarterly Reporting

CIU completed and submitted operational versions of the Response Ratio and Training Dashboards for quarterly reporting. These dashboards are currently under production review with the IMT and OAG and will enhance CPD's capacity to track crisis-related calls, response trends, and training compliance over time.

- Automated Evaluation Processes for CIT Training

CIU established a system to automatically distribute and report evaluations for Crisis Intervention Team (CIT) Basic and Refresher Courses using SurveyMonkey, ensuring real-time data sharing with the IMT and OAG.

- o This innovation supports operational compliance with multiple training-related paragraphs.

Section

Highlights by Section

Crisis Intervention

continued

Enhanced Reporting and Accountability:

- Coordinator Summary Report Template Expanded

CIU developed a comprehensive 13-page Coordinator Summary Report, replacing the earlier 1.5-page memo used in IMR-10.

- o The new format includes detailed analyses on staffing, calls for service, community engagement, and policy/training updates.
- o This standardized reporting tool enables cross-IMR comparison and promotes long-term accountability and transparency.

Community Partnership and Policy Review:

- Re-established Review Process with the Chicago Council on Mental Health Equity (CCMHE)

CIU re-engaged the CCMHE to review policies and trainings related to the S04-20 policy suite, meeting individually with committee members.

- o This collaboration, conducted with support from the IMT and OAG, has led to a standardized policy and training review process.
- o Documenting and codifying this process is expected to support operational compliance for five paragraphs of the consent decree.

Use of Force

- Received no objection letter from the IMT and OAG on the lesson plan and training materials for district-level reviews of firearm pointing incidents.
- Launched district-level reviews of firearm pointing incidents in five pilot districts.
- Began training nine additional Captains to expand district-level firearm pointing incident reviews department-wide.
- Developed a formalized onboarding lesson plan for TRED reviewers and submitted it to the IMT and OAG.



Congressional Record

PROCEEDINGS AND DEBATES OF THE 119th CONGRESS, FIRST SESSION

House of Representatives

MEMORIAL SERVICE FOR OFFICER DORELLE C. BROWN

THE HONORABLE NATHAN L. JACKSON

ILLINOIS

HOUSE OF REPRESENTATIVES

Officer Brandon served our city and community with courage, dedication, and compassion for five years. She was tragically taken from us on the morning of January 24, 1984. While serving undercover, Officer Brandon and her partner attempted arrest a drug dealer. The suspect resisted arrest and began to struggle with Officer Brandon, attempting to grab her service weapon. Her partner then opened fire on the suspect and unfortunately struck Officer Brandon on accident.

Her story and sacrifice remind us of the danger law enforcement officers face every day. As the first female officer of the Chicago Police Department to lay down in the line of duty, she is a trailblazer who inspired for many.

Her husband, Dorelle, and her many colleagues will miss her. I ask my colleagues to join me in remembering Officer Dorelle's service and sacrifice. Mr. Speaker, I yield the floor.

Officer Brandon was a member of the Fraternal Order of Police. She is remembered by her husband, Matthew, daughter, Barbara Sharpe Cannon, stepson, Marvin Edward Brandon and Sean Scott Brandon, parents Charles and Dolore, stepfather, Norman White and her three brothers and five sisters.

This Friday, my fellow Chicagoans will gather to immortalize her sacrifice by naming the community room of the Chicago Police Department 3rd precinct office after her. I hope that her memory will continue to inspire others to public service and remind us of the great feats of heroism our brave officers perform on our behalf every day. May God continue to bless her family and keep them safe. Mr. Speaker, I yield the floor.

She has been entered in the Congressional Record.



Section

Highlights by Section

Use of Force *continued*

- Initiated a partnership with Creer Un Espace to support community engagement around use of force policies as part of the department's two-year review process.
- Produced and submitted a finalization packet to complete the two-year review of S03-22, Firearm Pointing Incidents.
- Participated in multi-agency discussions with the IMT, OAG, and Judge Pallmeyer regarding the use of body-worn cameras during public safety questioning.
- Completed and submitted an Audit on Foot Pursuits.

Training

- Department-Wide Training and Assessment
- Launched the 2025 Training Needs Assessment, with a record-high number of participants compared to previous years, reflecting stronger engagement and department-wide commitment to continuous improvement.
- Completed the 2026 Training Plan, setting the strategic vision for the upcoming year's training priorities and aligning with organizational goals and consent decree requirements.
- Submitted the majority of curriculum materials and responded to feedback from the OAG and IMT regarding the Lieutenants Pre-Service Training package.
- Field Training and Evaluation Program (FTEP) Modernization
- Successfully revised and submitted Directive S11-02 (FTEP) and S11-02-01 (Field Training and Evaluation Review Board), following a collaborative review by the Research and Development, Patrol, and Training Divisions.
- Integrated the ACADIS application for digital completion of Daily Observation Reports (DORs) and created a new Field Training Survey Response Form (CPD-21.265) to strengthen feedback reporting to the Training Oversight Committee.

Section

Highlights by Section

Training *continued*

- The Training Support Group (TSG) completed a full overhaul of the FTO Initial Training curriculum, aligning it with current laws, CPD policy updates, national best practices, and consent decree expectations.
- Key Curriculum Enhancements:
 - o Comprehensive updates to all FTO lesson plans, including those on DWI Detection, Use of Force, VirTra Scenarios, Procedural Justice, and Leadership.
 - o Introduction of a new two-hour training block on FTEP evaluation criteria and ACADIS integration.
 - o Revisions incorporated critical updates in ethics, Pre-Trial Release law, physical tactics (e.g., wedge cuffing), and instructional design.
 - o Created the ACADIS FTO User Guide to support consistent and effective use of the system.
 - o eLearning Implementation and Digital Training Tools
 - o The training introduces the Field Training Plan Monitor tool and provides instruction for completing the DOR, Cycle Summary Report (CSR), Final Summary Report (FSR), and Remedial Summary Report (RSR).
 - o Achieved 95% completion rate among targeted personnel, with embedded resources such as the ACADIS User Guide, FTO Manual, and updated directives for easy access.
- Training Production and Compliance Submissions

The department produced and/or submitted the following significant training packages to support annual compliance and skill development:

- o Mental Health Treatment and FOID Card Eligibility
- o Search Warrants eLearning Overview
- o Detention Facility Review
- o 2025 Training Needs Assessment for 2026 Training Plan

Section

Highlights by Section

Training

continued

- o 2025 ABLE, Policy Refresher, and CPR Training
- o Police Encounters and the Fourth Amendment Suite Review
- o In-Car Video Systems eLearning
- o Recruit Curriculum Compliance (24-6)
- o Responsible Use of Social Media, and Prohibitions on Criminal and Biased Organizations eLearning
- o 2025 Annual In-Service Supervisor Training
- o 2025 Four-Part People with Disabilities eLearning
- o 2025 Constitutional Policing Foundations
- o Recruit BLE Stress Management
- o Mental Health Awareness and Response
- o Neurobiology of Trauma and PTSD
- o Trauma-Informed Response to Sexual Assault and Abuse Compliance Report
- o 2025 De-escalation & Response to Resistance – Use of Force (Unknown/High-Risk), Transitional Vehicle Stops
- o 2025 Crisis Intervention – Wellness

Supervision

- The Performance Evaluation System (PES) Policy (E05-01) was developed to apply to all sworn and civilian members below the rank of Superintendent. This policy was submitted to the IMT for feedback and serves as the foundational directive for a department-wide implementation of an enhanced PES.
- The CPD Newsletters were added to the Cordico Wellness Application, expanding access to wellness resources. In addition, the department is in the process of memorializing these newsletters in Directive S11-10, which will be submitted to the IMT by the end of the current IMR period.

Section

Highlights by Section

Supervision

continued

- PRT teams were integrated into the Tableau Dashboard, along with multiple other key enhancements developed in partnership with Clarity to improve data visibility and performance tracking.
- Achieved substantial progress in developing technical applications for both the PES and the Digitized Supervisor Log, advancing CPD's modernization goals.
- Received a no objection letter from the IMT for the 2025 In-Service Supervisors Training, affirming the department's continued efforts to improve supervisory development.
- Designed and delivered a comprehensive Unity of Command/Span of Control Training for pilot districts. This training includes:
 - o A detailed lesson plan and post-test
 - o Guidance on accurate recordkeeping in CLEAR
 - o Instruction on sector integrity, Unity of Command, and Span of Control
 - o An overview of the consent decree and its relevance to daily operations

Officer Wellness

Strengthening Interdepartmental Collaboration:

- Established mandatory weekly in-person meetings between Officer Wellness (OW) and Professional Counseling Division (PCD) to improve coordination and bridge operational gaps between units.
- Initiated weekly and bi-weekly discussions with Chief Deck Brown focused on advancing compliance with Officer Wellness paragraphs under the consent decree.
- These regular engagements have been instrumental in achieving additional levels of compliance, aligning wellness services with policy and member needs.

Section

Highlights by Section

Officer Wellness

continued

System and Process Improvements:

- Column Case Management was successfully integrated into The Wire and other platforms, enhancing case tracking and transparency.

Spiritual and Emotional Support Expansion:

- Hired an additional chaplain bringing the total number of CPD chaplains to seven.
- Updated the Chaplains Unit SOP (SOP 20-01) and provided chaplain training records to the IMT for review and validation.

Data-Driven Transparency and Accountability:

- Began monthly and quarterly reporting of PCD Employee Assistance Program (EAP) referrals, activities, and accomplishments.
 - In response to the IMT's previous concerns in IMR-11, these reports ensure full data transparency moving forward.

Key Documents Produced:

- 2025 Officer Wellness Support Plan (OWSP): A comprehensive roadmap outlining planned wellness initiatives over the coming years.
- 2025 Suicide Prevention Strategy: A department-wide strategy focused on reducing suicides within the department, backed by evidence-based practices.
- 2025 Officer Wellness Communication Strategy: Aims to reduce stigma around mental health, promote support services, and ensure broad communication through training, materials, and outreach channels.
- 2024 Officer Wellness Annual Report to the Superintendent: A detailed review of current wellness services, usage data, and recommendations for future enhancements.

Section

Highlights by Section

Officer Wellness

continued

- 2025 Wellness Needs Assessment Summary Report: Presents analyzed data to ensure the department's wellness programs remain aligned with the evolving needs of officers and staff.
- QR Code Survey: EAP Results: A member-facing survey providing insights into usage, satisfaction, accessibility, and effectiveness of the PCD EAP services.
- E06-01 PCD Directive: Revisions made included a new confidentiality sign and updated guidance on HIPAA-compliant documentation systems for counseling services.

Audits and Compliance Reporting:

- Annual Audit of the Traumatic Incident Stress Management Program: Reviewed attendance code 48 and evaluated the program's effectiveness in supporting officers after traumatic events.
- Audit of Administrative Duty Following a Qualifying Firearm Discharge: Assessed CPD's systemic process for identifying involved members and ensuring appropriate administrative follow-up per G03-02-03.
- Peer Support Program Compliance – Paragraph 404: Submitted full documentation to demonstrate that CPD has fully implemented and resourced the Peer Support Program in accordance with consent decree requirements.

Accountability and Transparency

- Taskforce with COPA established for paragraph ¶ 513/514 work
- Completion of BIA Intake Division Training
- Two distinct audits completed: Audit of 2024 Investigation Timeframe Requirements and Audit of Suspensions Served

Section

Highlights by Section

Data Collection and Management

- Produced the Use of Force Analysis Report and Codebook
- Conducted an equipment audit for the Chicago Police Department
- Produced the 607 Data Systems Plan and Updated Applications list

Investigatory Stops

Universal Stop Application Development:

- The application underwent extensive testing, validation, and refinement, ensuring it performs reliably in operational settings and meets both legal and functional standards.
- The department conducted collaborative walkthroughs of the application with the IMT and the OAG during site visits, resulting in valuable feedback that guided final improvements.
- This initiative directly supports compliance with both preliminary and secondary requirements under the consent decree, particularly those related to investigatory stops, protective pat downs, and enforcement of loitering ordinances.

Modernizing Data Collection and Enhancing Accountability:

- The Universal Stop Application marks a foundational step in our data modernization efforts, improving the accuracy, consistency, and accessibility of stop data.
- It is designed to:
 - o Streamline reviews
 - o Reduce data entry errors
 - o Improve communication regarding deficiencies
- The application promotes greater transparency and accountability in police-community interactions by ensuring high-quality data reporting.

Section

Highlights by Section

Investigatory Stops

continued

Training and Education to Support Rollout:

- In preparation for implementation, the department developed two new eLearning modules intended to be delivered in IMR-13:
 - o Police Encounters and the Fourth Amendment
 - o Universal Stop Application eLearning
- These trainings are a critical part of the department-wide deployment strategy and ensure officers understand both the legal framework and technical use of the application.
- The curriculum builds on our department's Police Encounters and the First Amendment training and supports preliminary compliance with consent decree paragraphs ¶837, 840, 869, and 870, and secondary compliance with ¶809–820, 828, 836, 860(f), and 861.

Data Transparency and Public Reporting:

- The department has consistently submitted monthly de-identified Investigatory Stop Report (ISR) data to the IMT, demonstrating a sustained commitment to data transparency and compliance monitoring.
- In June 2025, we will fulfill the requirements of ¶834 and 839 by publishing two years of de-identified ISR data on its public website



Introduction

What is the Consent Decree?

On March 1, 2019, the City of Chicago entered into a consent decree with the Illinois Office of the Attorney General requiring the Chicago Police Department and other City agencies to implement comprehensive reforms in policing practices. With 877 paragraphs covering areas from community engagement and officer wellness to investigatory stops and data transparency, Chicago's decree remains the most expansive in the nation. Its scope requires not only new policies and training but also proof that these reforms are effective and sustainable in practice.

Implementation has been overseen by Judge Rebecca R. Pallmeyer, the Office of the Attorney General, and an Independent Monitoring Team led by Monitor Maggie Hickey. Compliance is measured in three phases – preliminary (policy development), secondary (training completion), and operational (demonstrated adherence in daily practice). Achieving operational compliance requires sustained performance and evidence over multiple years.

The work required by the consent decree is not a checklist of short-term fixes but a generational effort to strengthen accountability, professionalism, and community trust. Progress has already yielded measurable outcomes, including increased training compliance, stronger officer wellness infrastructure, and improved mechanisms for public engagement. Yet the ultimate goal remains cultural transformation: ensuring that reform is embedded in the values and practices of every officer and civilian member of CPD.

It's important to note that since 2019, the consent decree was expanded to include additional topics. On March 25, 2022, following an agreement between the City and OAG, a stipulation was entered which identified ¶ 53-55 of the consent decree as the paragraphs associated with search warrant practices. On June 27, 2023, an additional agreement was reached between the City and OAG resulting in a stipulation which added 78 paragraphs related to investigatory stops to the consent decree. These stipulations increased the consent decree to 877 total paragraphs further demonstrating that Chicago's consent decree is one of the most extensive of its kind.

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 the 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.

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. The IMT is responsible for providing reports every six months that outlines paragraph compliance efforts and levels of compliance.

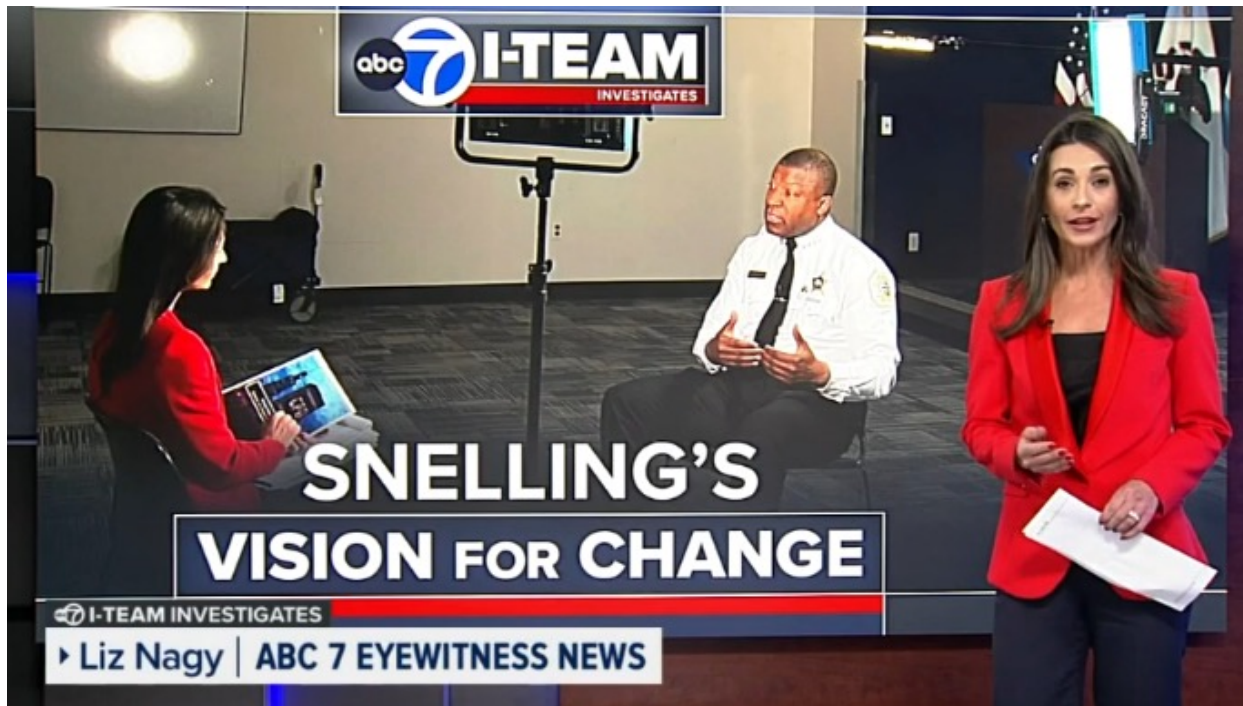
Accelerating CPD's Reform Efforts: Strategy for Organizational Excellence

Under the Superintendent's leadership, the Chicago Police Department has taken significant steps to operationalize the three-year **Strategy for Organizational Excellence** during the IMR-12 period. His leadership has helped translate the strategy's four foundational pillars—**Workforce Development, Community Trust, Neighborhood Safety, and Organizational Infrastructure**—into tangible reforms that reflect both immediate action and long-term investment in public safety and professional accountability.

- **Building, Developing, and Supporting Our Workforce:** Prioritizing officer support and development through initiatives aimed at training, wellness, and leadership cultivation:
 - Expanded leadership training for supervisors with support from external partners, reinforcing data-driven decision-making and ethical leadership.
 - Continued investment in annual training standards for all sworn members, including scenario-based and community-engagement topics.
 - Enhanced officer wellness programming, aligning with consent decree requirements to support the physical and mental health of department personnel.
- **Community Trust:** Emphasizing transparency and community collaboration as essential to restoring and sustaining trust:
 - Our department increased public engagement efforts, including regular listening sessions and participation in neighborhood events.
 - Progress was made in strengthening civilian complaint processes, with a focus on accessibility and responsiveness.
 - The department continued implementing accountability reforms, reinforcing fair and respectful policing.

- **Neighborhood Safety:** Under Superintendent Snelling's command, our department has:
 - o A shift toward data-informed deployment strategies, improving response times and crime prevention efforts in high-need areas.
 - o Reinforcement of violence prevention efforts through community partnerships and non-enforcement engagement.
- **Organizational Infrastructure:** Recognizing the importance of internal systems and governance, Superintendent Snelling advanced efforts to:
 - o Launch internal performance accountability tools that align officer conduct and supervision with department goals.
 - o Support workforce allocation studies to better match staffing with operational needs.
 - o Improve internal communications and management processes to support efficiency and reform implementation.

Superintendent Snelling sat with ABC 7 Chicago to present this Strategy Plan to the public. The interview is available via ABC 7's website, <https://abc7chicago.com/post/cpd-superintendent-larry-snellings-vision-change-chicago-police-unveil-new-3-year-strategy-prevent-violence-crime/16150438/>



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-12, the department invested a tremendous amount of time and effort into revising a multitude of department-wide policies.

Department-wide Policies

In IMR-12, CPD's Research & Development Division submitted policies to the IMT spanning each section of the consent decree. The table 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-12 reporting period.

Figure on this and following page: List of New and Revised CPD Policies and Standard Operating Procedures (SOPs) Relevant to Consent Decree Requirements

Consent Decree Section	List of New or Revised Policies	Paragraphs Related to Policy
Community Policing	<ul style="list-style-type: none"> • G04-01 Preliminary Investigations 	20, 29, 71, 451
Impartial Policing	<ul style="list-style-type: none"> • S04-19 Search Warrant Policy Suite • 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 • S02-08 Community Engagement in Policy and Training Development 	53, 54, 55, 68, 69, 70, 90
Use of Force	<ul style="list-style-type: none"> • S03-05 In-Car Video Systems • S03-14 Body Worn Camera • S03-22 Firearm Pointing Incidents • U04-04 Issuance and Replacement of First Aid Kits • U04-02-02 Control Devices and Instruments • G03-02-04 Taser Use Incidents • D24-06 Firearm Pointing Incidents District-Level Review - Pilot Program 	188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 212, 236, 237, 238, 239, 240, 241
Training	<ul style="list-style-type: none"> • S11-10-01 Recruit Training • DN25-TD Training Division Instruction Evaluation - Pilot Program • Interactions with People with Disabilities Policy Suite 	37, 61, 68, 294, 28, 286, 287, 288, 319, 320, 321, 323
Supervision	<ul style="list-style-type: none"> • G01-09- Supervisor Responsibilities - 2 yr review • S11-10 - Department Training - which includes CPD newsletter protocol • E05-01 Performance Evaluation System 	347-355, 257, 277, 279, 282, 292, 350, 347, 352, 369-376

Consent Decree Section	List of New or Revised Policies	Paragraphs Related to Policy
Officer Wellness and Support	<ul style="list-style-type: none"> E06-01 Professional Counseling Division U05-02 Department Equipment and Property Control System 	389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 400, 401, 402, 403, 404, 414
Accountability and Transparency	<ul style="list-style-type: none"> G03-06-01 Firearm Discharge 	488, 489, 490, 491

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 Chaplain's Unit SOP eLearning, In-Service Supervisors Training for 2025, Search Warrant Training - Narcotics and many others.



Indicated on the table below is 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-12 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.

Table Below: List of New or Revised Consent Decree Related Training Curricula in IMR-12

Training	Sections	Related to the Consent Decree
Detention Facility Review eLearning	Community Policing; Training	31, 320, 321, 323
Arrestee and In-Custody Communications eLearning	Community Policing	31, 34
Interactions with Youth eLearning	Community Policing	32, 37
Religious Interactions eLearning	Community Policing; Impartial Policing	37, 60
2025 Four Part People with Disabilities Policy eLearning	Community Training; Impartial Policing; Training	37, 61, 68, 319, 320, 321, 323
Language Access eLearning	Community Policing; Impartial Policing	37, 64, 65
2025 ABLE Policy Refresher and CPR Training	Community Policing; Impartial Policing; Training	37a, 37b, 37c, 61, 68, 176, 319, 320, 321, 323
Responsible Use of Social Media and Prohibitions on Criminal and Biased Organizations eLearning	Impartial Policing	54, 57, 74, 320, 321, 323
Search Warrants eLearning Policy Review	Impartial Policing	53, 54, 55
Search Warrant Training – Narcotics and SWAT	Impartial Policing	53, 54, 55
Sexual Misconduct eLearning	Impartial Policing; Accountability	63, 443, 444

Training	Sections	Related to the Consent Degree
2025 Crisis Intervention-Wellness	Crisis Intervention; Officer Wellness and Support	37, 106, 126, 133, 134, 165, 176, 243, 381, 386, 402, 407, 408, 409, 410, 412, 413, 414, 437
District-Level Review of Firearm Pointing Incident Review Training	Use of Force; Data	189, 190, 191, 192, 193, 194, 575
TRED On-Boarding Training	Use of Force; Data	190, 191, 192, 193, 575
In-Car Video Systems eLearning	Use of Force	242
Daily Observation Report ACADIS eLearning	Training	308, 309, 310
Pre-Service Promotional Training for Lieutenants	Training	330, 331, 332, 333, 334, 335
FTO Initial Training	Training	298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315
In-Service Supervisors Training	Community Policing, CIT, Use of Force, Training, Officer Support and Wellness	37, 155, 156, 191, 217, 220, 221, 222, 223, 224, 226, 227, 228, 229, 230, 231, 233, 234, 239, 243, 331, 337, 348, 349, 352, 354, 402
BIA 2025 Annual In-Service Training eLearning Module: Procedural Justice, Implicit Bias and Conflicts of Interests	Accountability	447, 469, 483, 514, 528
BIA 2025 Annual In-Service Training eLearning Module: Complaint Initiation and Affidavit Overrides	Accountability	424, 425, 426, 427, 428, 429, 431, 432, 435, 436, 437, 440, 462, 477, 478, 528
BIA 2025 Annual In-Service Training eLearning Module: Complete Investigatory Files and CMS (Case Management System)	Accountability	438, 477, 483, 486, 505, 506, 507, 508, 509, 515, 528, 552

Training	Sections	Related to the Consent Degree
BIA 2025 Annual In-Service Training eLearning Module: Consent Decree and Law Review	Accountability	436, 437, 450, 483, 513, 514, 528
BIA Onboard Training: Member Interviews	Accountability	431, 450, 465, 468, 475, 497, 528
BIA Onboard Training: Evidence & Non-Department Interviews	Accountability	432, 447, 453, 460, 464, 468, 480, 484, 528
BIA Onboard Training: Identifying Misconduct and Writing Allegations	Accountability	528
Universal Stop Application eLearning	ISR	803, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 828, 829, 830, 831, 832, 835, 836, 837, 840, 860(f), 861, 869, 870
Police Encounters and Fourth Amendment Suite eLearning	ISR	803, 804, 805, 806, 807, 808, 812, 814, 818, 821, 822, 823, 824, 825, 827, 829, 830, 831, 832, 838, 839, 863, 864, 873



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. 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. Table below lists dashboards and reports that were submitted in IMR-12.

Table Below: List of Dashboards and Reports Submitted in IMR-12

Reports and Dashboards Submitted during IMR-12	Consent Decree Section	Paragraphs related to the Consent Decree
3rd Quarter Community Policing Advisory Panel (CPAP) Report	Community Policing	13
2024 TRED Mid-Year Report	Use of Force; Data; ISR	153, 154, 155, 156, 157, 161, 162, 163, 164, 165, 166, 168, 169, 170, 172, 173, 176, 177, 178, 183, 184, 185, 186, 187, 189, 190, 191, 192, 193, 194, 196, 198, 200, 201, 202, 203, 205, 207, 208, 209, 210, 211, 213, 214, 215, 216, 217, 219, 220, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 574, 575, 577, 578, 579, 854, 855, 856, 857, 858, 859, 860
2023 Annual Use of Force Report	Use of Force	218
BIA Intake Division Training Compliance Reports	Training and Accountability	291, 424, 426, 427, 429, 432, 435, 439, 446, 447, 459, 460, 461, 464, 469, 477, 526, 528

Reports and Dashboards Submitted during IMR-12

Consent Decree Section

Paragraphs related to the Consent Degree

Quarterly Community Policing Advisory Panel (CPAP) Report	Community Policing	13
2024 Community Policing Annual Report	Community Policing	14, 22, 23, 24, 26, 27, 29, 32, 33
2025 Q1 District Strategic Plans Progress Reports	Community Policing	15, 16, 17, 45, 46, 47
Audit of Transports Report	Community Policing; Impartial Policing	20, 71
CIT Coordinator Summary Report	Crisis Intervention	89, 101, 104, 105, 115, 117, 141
CIT Quarterly Response Ratio Report	Crisis Intervention	92, 106, 113, 118, 120
2024 Annual Use of Force Report	Use of Force	154, 157, 158, 159, 160, 162, 164, 165, 166, 167, 169, 172, 173, 174, 175, 177, 182, 185, 186, 187, 198, 200, 201, 202, 204, 205, 210, 211, 213, 214, 216, 217, 218, 219, 232, 239, 546 (c), 547, 568, 571, 572, 575
2024 TRED Year-End Report	Use of Force; Data; ISR	153, 154, 155, 156, 157, 161, 162, 163, 164, 165, 166, 168, 169, 170, 172, 173, 176, 177, 178, 179, 183, 184, 185, 186, 187, 189, 190, 191, 192, 193, 194, 196, 198, 200, 201, 202, 203, 204, 205, 207, 208, 209, 210, 211, 213, 214, 216, 217, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 569, 574, 575, 577, 578, 579, 580, 854, 855, 856, 857, 858, 859, 860, 861

Reports and Dashboards Submitted during IMR-12

Consent Decree Section

Paragraphs related to the Consent Degree

Audit of Foot Pursuit Reporting	Use of Force	168, 169, 172
2024 Annual Report by CPD's Recruitment and Retention Unit	Recruitment, Hiring, and Promotion	253, 254, 258, 259, 260
Training Academy Inspections Response Report 2025	Training	281
2024 Annual Training Report	Training	272, 273, 274, 276, 277, 278, 283, 292, 326, 327, 328
FTEP Annual Report 2024	Training	298, 299, 300, 301, 305, 306, 307, 308, 312, 314, 315, 316
FTO Training Compliance Reports	Training	298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314
2025 Q1 Training Survey Report	Training	271(h), 286, 287
Officer Wellness 2025 Annual Report to the Superintendent	Officer Wellness and Support	381, 382, 383, 384, 387, 389, 390, 391, 392, 393, 394, 398, 399, 400, 401, 406
BIA 2024 Annual Report	Accountability	441, 443, 463, 467, 550, 551
BIA Intake Division Training Compliance Reports	Training; Accountability	291, 424, 426, 427, 429, 432, 435, 439, 446, 447, 459, 460, 461, 464, 469, 477, 526, 528
Audit Report Use of Force Data	Accountability	569

Audit Division

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.

The Audit Division plays a critical role in strengthening internal transparency and accountability within the Chicago Police Department by providing high-quality, independent, and objective assessments of departmental operations, processes, and internal controls. Guided by the Institute of Internal Auditors' International Standards for the Professional Practice of Internal Auditing, the Audit Division upholds the highest standards of professionalism in all audits, reviews, and advisements.

During the IMR-12 reporting period, the Audit Division finalized several audit reports. This reflects the department's ongoing investment in expanding and training the Audit Division's staff, as well as its efforts to refine and strengthen internal auditing processes. The finalized reports for this period include audits on BIA timelines, use of force data, foot pursuit reporting, in-service training records, and several other key areas central to accountability and reform. These audits are designed to inform leadership decision-making and help ensure continuous improvement across the department. Following page are the reports finalized for this reporting period:

Audit Report	Consent Degree Section
Audit of Transports	Community Policing; Impartial Policing
Audit of Foot Pursuit Reporting	Use of Force
Audit of 2024 In-Service Training Records	Training
Audit of Administrative Duty Following a Qualifying Firearms Discharge	Officer Wellness and Support
Annual Audit of the Traumatic Incident Stress Management Program	Officer Wellness and Support
Audit of 2023 Investigation Timeframe Requirements	Accountability and Transparency
Audit of Suspensions Served	Accountability and Transparency
Audit of 2024 Investigation Timeframe Requirements	Accountability and Transparency
Audit of Use of Force Data	Data Collection, Analysis, and Management

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 Deputy Chief of the Office of Constitutional Policing and Reform. As there were 10 such cross-functional teams at the time, each group conducted an executive check-in every other week. This process enables 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 progress is continuing across all relevant sections and projects.

Regular meetings of cross-functional teams (CFTs) further bolster ongoing project accountability. The department has formed and maintained their topic-oriented CFTs as a way to break down communication siloes between units. CFTs are led by high-ranking members of the department and staffed with representation from Research and Development, Training Division, Reform Management Section, 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

In this reporting period, CPD continued its regular cadence of meetings with the IMT and OAG. Collaboration takes on many forms, including:

- **Monthly Meetings:** CPD members met with the associate monitor and attorney general for each consent decree section to share early drafts of deliverables, review IMT/OAG comments and feedback on deliverables, as well as engage in other substantive discussions on reform projects or the advancement of compliance on paragraphs. The department made considerable efforts in this reporting period to strengthen the quality of these meetings. Specifically, the Reform Management Section 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 held in-person site visits for the IMT and the OAG which involved a series of meetings for specific associate monitors as a way 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 virtual site visits in IMR-12.

- **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 such as the bi-weekly check-in with IMT.
- **Bi-Weekly Check-In:** As a way to continue dialogue and ensure alignment with deliverables and upcoming projects a bi-weekly check-in meeting has been established. This gives CPD an opportunity to ask for clarification, ensure alignment on assessment of paragraphs and deliverables, as well as plan for upcoming monthly meetings. This check-in consists of the executive sponsor, team lead, project manager, and associate monitor for the relevant consent decree section.

Reform Management

As a way to track and continue moving reform efforts forward, the Reform Management Section emphasizes project planning. This is an essential process as it provides insight into all of the steps from start to finish for the successful completion of the deliverable. Project plans are developed and presented during CFTs to ensure alignment, assess obstacles, identify points of contact, and lay out timelines. By compiling this information into a concise plan, stakeholders are able to ensure projects are organized and following overall department goals. Following the release of CPDs Strategy for Organizational Excellence in IMR-12, project plans have been reviewed to determine how reform efforts can assist with the successful implementation of these initiatives.



Progress by Consent Decree Section

Community Policing

“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-12

The department completed several key initiatives aimed at deepening community relationships and embedding a community policing philosophy throughout its operations. In IMR-12, the Digital Resource Guide was published to improve accessibility to both internal tools and community-based resources, supporting efforts to make community engagement more practical and actionable for officers. The department also launched the “Interactions with Youth” eLearning course to strengthen officers’ ability to engage positively with young people and reinforce community trust early in life. In partnership with the Training Academy, the department hosted its first Community Training Observation Days (CTOD), allowing community members to observe officer training and better understand how officers are being prepared to serve their neighborhoods. The event held in the Training Academy welcomed the public and several key participants such as: Judge Rebecca Pallmeyer, Monitor Maggie Hickey, Superintendent Larry Snelling, CCPSA representatives, and Coalition members.



To support transparency and accountability, the original Community Policing Advisory Panel (CPAP) report was uploaded to the CPD website, and a revised, comprehensive report was drafted for submission with the upcoming Independent Monitoring Report (IMR). Several supplemental deliverables were also submitted in alignment with consent decree goals, including the Community Survey Report (§46), the Youth Engagement Report (§27), and several District Strategic Plan Reports and supporting documentation (§15). A Refresher Plan was initiated to improve the quality and consistency of Beat and District Advisory Committee (DAC) meeting minutes, ensuring that community voices are accurately documented and addressed. Additionally, the department created and submitted a Compliance Recognition (CR) document that maps all Paragraph 37 subsections to relevant trainings and eLearning modules, further embedding community policing principles into training and management systems.

These efforts directly support the goals of the Community Policing section of the consent decree by promoting authentic relationships with the communities our department serves, and by integrating a community policing philosophy into every aspect of police service—training, resource deployment, crime reduction strategies, and accountability. Collectively, this work reflects the department’s continued commitment to building public trust, ensuring effective and constitutional policing, and enhancing officer and public safety through meaningful engagement and structural reform.

G04-01 Preliminary Investigations

- ***Relevant Consent Decree Paragraph(s): 20, 29, 71, 451***

The Research and Development Division submitted a revised draft of CPD G04-01, Preliminary Investigations after a review of the current policy for consistency with current law, operational practices, and the consent decree. This submitted draft revises the previously submitted draft which was produced as part of a response to OAG comments on S03-14, Body Worn Camera and G04-01, Prelim Investigations in December 2024 to remove detailed explanation of the Public Safety briefing and instead refers to the policies governing body worn cameras and firearm discharge and officer involved death incidents. Instead, this draft centers on the addition of the consent decree’s §451 requirements being codified in this policy.

Order S01-01-01 Award: 2025 Department Awards Summary

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

To support compliance with ¶48, the Reform Management Section submitted documentation related to department awards. This paragraph emphasizes the importance of recognizing and encouraging performance that strengthens community partnerships, promotes problem-solving, demonstrates effective use of de-escalation techniques, showcases exemplary supervision, and advances community-oriented crime prevention strategies. The submitted materials include nominations for award categories that align with these standards.

- Special Service Award
- Problem Solving Award
- Chicago Police Leadership Award
- Arnold Mireles Special Partnerships Award
- Career Service Award
- Department Commendation Award

Arrestee and In-Custody Communications eLearning

- ***Relevant consent decree paragraphs: 31, 34***

The department previously developed the Arrestee and In-Custody Communications eLearning module. The IMT issued a no objection letter with comments in May 2024, and the OAG provided additional feedback in June 2024. The training will be completed in IMR-12.

Interactions with Youth eLearning

- *Relevant consent decree paragraphs: 32, 33, 37*

The department re-submitted the Interactions with Youth eLearning course, designed specifically for sworn members. This online training includes both pre- and post-assessments to reinforce learning. The course focuses on helping officers understand age-appropriate behavior in youth, respond to their unique needs, and uphold their constitutional rights during interactions. The training will be completed in IMR-12.

2025 In-Service Supervisors Training

- *Relevant consent decree paragraphs: 37, 155, 156, 191, 217, 220, 221, 222, 223, 224, 226, 227, 228, 229, 230, 231, 233, 234, 239, 243, 331, 337, 348, 349, 352, 354, 402*

The purpose of the 2025 Annual Supervisor In-Service is to acknowledge the leadership mindset, emotional and environmental intelligence, First Amendment rights and assemblies based on the learned successes of the 2024 Democratic National Convention. This training includes department policy and procedures regarding the management of large gatherings/crowds and coordinated multiple arrest situations. Additionally, this training encourages supervisors to model servant leadership, foster resilient teams, and utilize department resources and feedback loops as a way to instill ethical decision-making that upholds the safety and constitutional rights within their local communities that they serve and the units they supervise in. This training began to be delivered in IMR-12.



2025 ABLE Policy Refresher, LGBTQ+ Concepts, and CPR Training

- ***Relevant consent decree paragraphs: 37a, 37b, 37c, 61, 68, 176, 319, 320, 321, 323***

The department re-submitted the 2025 ABLE Refresher as the ABLE, Policy Refresher, LGBTQ+ Concepts, and CPR Training. ABLE courses have been submitted previously in 2022 and 2023 achieving no objections from both the IMT and OAG respectively. The department reproduced the ABLE Refresher on April 2025. IMT provided no objections to the ABLE Refresher on April 2024. OAG provided no objection to the ABLE Refresher on April 2025. The Red Cross CPR Training and LGBTQ+ was included in this previous production as well. The Office of Equity and Engagement consulted with Center on Halsted in the development of the LGBTQ+ curriculum.

The delivery of this training began in IMR-12 as part of an 8 hour, in-person instruction covering content on ABLE, Policy Refresher, and CPR Training. The course is broken down as follows: Annual ABLE Refresher Course, CPR Recertification course, Working with LGBTQ Populations, Coordinated Multiple Arrest Policy Updates and Case Study.

Constitutional Policing Foundations

- ***Relevant consent decree paragraphs: 37, 54, 55, 56, 72, 74, 289, 317, 319, 320, 321, 323, 326, 805, 806, 815, 824***

The department submitted the Constitutional Policing Foundations lesson plan to the IMT and OAG beginning in fall of 2024, giving way to comments being provided to the department on how to further enhance the training and its materials. The Training and Support Group facilitated presentations of the lesson plan during the Training Monthly meetings in late 2024. The Constitutional Policing Foundations lesson plan (which includes 4th Amendment), Constitutional Policing Foundations Participant Guide, PowerPoint, and Pre/Post Test were included in the submission. In addition, response to feedback presented during the Training Monthly meetings and the OAG comment matrix were included in this formal submission. The Constitutional Policing Foundations in-service training course has captured the department's commitment to increasing procedural justice and legitimacy, constitutional policing, legal knowledge,



and respect. This course will promote community trust, by ensuring that department members perform their duties in a professional manner that fully complies with the Constitution and laws of the United States and the State of Illinois. This training started to be delivered in 2025 as part of the 40-hour requirement of the in-service training program.

Community Training Observation Days

The department was able to offer a unique opportunity for Chicagoans to gain a first-hand understanding of our in-service training through an innovative new program. Community members were able to observe and actively participate in the instruction officers receive on critical topics including de-escalation tactics and mental health crisis intervention. Each of these topics are a part of the 2025 In-Service training program for sworn officers. This initiative is designed to foster transparency, strengthen police-community relationships, and provide valuable insights into the training standards that drive professional and accountable policing in our city. These observation days were successful and led to positive feedback from the community demonstrating CPDs commitment to continue these opportunities.

Participation in this program came with clear guidelines to ensure everyone's safety and a productive learning environment. Attendees were to adhere to building protocols, including pre-screening, a no-weapons policy, and specific dress requirements like long pants and closed-toe shoes. These structured observations are part of our broader effort to engage residents in meaningful ways, and the perspectives gained from the program will help us continue improving our community partnerships.

Comprehensive List of Trainings for Paragraph 37

- ***Relevant consent decree paragraphs: 37***

The Reform Management Section submitted a list of deliverables and training materials related to secondary compliance for ¶37 with the trainings specifically designed to address the requirements of each subsection. This list of deliverables was presented on a monthly meeting during this reporting IMR period. The department received suggestions from the IMT and OAG. In response, the department has submitted relevant trainings/deliverables for consideration under this paragraph. Some of these deliverables/trainings include:

- People with Disabilities eLearning
- Language Access eLearning
- Religious Interactions eLearning
- Constitutional Policing Foundations Training
- Interactions with Youth eLearning
- CIT & Officer Wellness Training
- ABLE, Policy Refresher and CPR Training
- LGBTQ Foundations is a part of ABLE, Policy Refresher and CPR training
- Use of Force Training

2024 Community Policing Annual Report

- **Relevant consent decree paragraphs: 14, 22, 23, 24, 26, 27, 29, 32, 33**

The Office of Community Policing released its 2024 Annual Report, showcasing key initiatives and accomplishments from the past year. The report highlights data on community engagement efforts, including neighborhood conversations, District Strategic Plans, and youth-focused activities. It also features insights from Community Liaisons, Focus Groups, and community-led events that supported relationship-building between the department and the public. The report can be accessed via the CPD website at: <https://www.chicagopolice.org/community-policing-group>

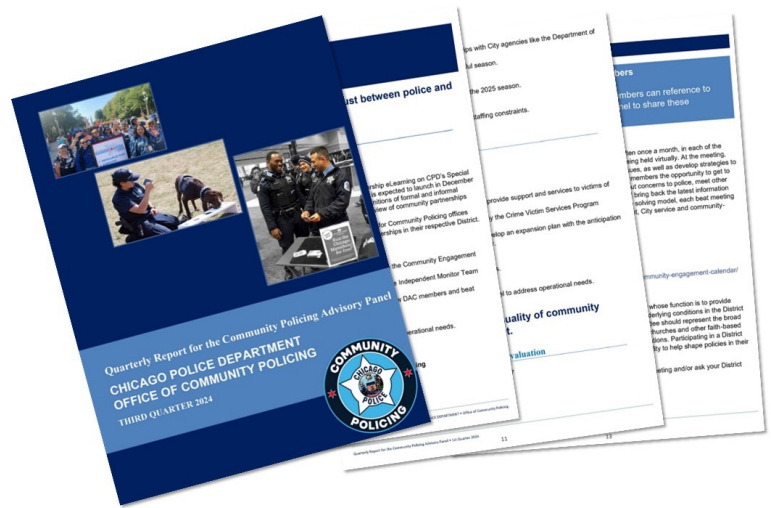




Quarterly Report for the Community Policing Advisory Panel - “Community Policing Advisory Panel Comprehensive Summary Report”

- **Relevant consent decree paragraphs: 13**

The department submitted a comprehensive summary of progress since the inception of the Community Policing Advisory Panel recommendations. This comprehensive review outlines the progress made in implementing the proposal to improve the department’s community engagement process. Preliminary compliance was achieved in the first reporting period with the CPAP report and our project plan for implementing recommendations given by the CPAP. The report can be accessed via the CPD website at: <https://www.chicagopolice.org/community-policing-group/consent-decree/cpap/>



2025 District Strategic Plans and Community Conversation Documentation

- **Relevant consent decree paragraphs: 15, 16, 17, 45, 46, 47**

The Office of Community Policing submitted the 2025 Strategic Plans and Community Conversation Documents for Chicago Police Districts 002, 006, 010, 024, and 025. The District Strategic Plans were shared at the end of 2024.



2025 Q1 District Strategic Plans Progress Reports

- **Relevant consent decree paragraphs: 15, 16, 17, 45, 46, 47**

The Office of Community Policing leads an annual strategic planning process at the district level to strengthen collaboration between the department and the communities it serves. This process allows community members to help identify and shape each district's crime reduction and engagement priorities, as well as the strategies used to address them. As part of this effort, each district submits quarterly progress reports to keep both OCP and the community informed. This also included the District Advisory Committee (DAC) meeting agendas and notes from February and March 2025.

CompStat Meeting Documentation - January through April 2025

- **Relevant consent decree paragraphs: 15, 17**

The department's Reform Management Section submitted CompStat presentation materials that illustrate how district-level crime reduction strategies are developed and reviewed in alignment with community policing principles. These materials support compliance with §15, which requires CPD command staff to use problem-solving techniques and community-oriented approaches when crafting and evaluating crime strategies. The presentations also highlight the role of the Office of Community Policing in providing oversight and guidance. This submission marks the first time these CompStat materials have been formally produced and shared with the IMT and the OAG, underscoring the department's commitment to transparency and continuous improvement.

Audit of Transports Report

- **Relevant consent decree paragraphs: 20, 71**

The department is submitted the "24-004 Audit of Transports" Report. The report includes recommendations to improve compliance, such as integrating transport notification buttons in the Police Computer Aided Dispatch system

and providing additional training for department members on notification procedures. This is the first time the department is submitting this Audit to IMT and OAG.

Arrestee Rights Signage Inspection 2025

- *Relevant consent decree paragraphs: 30*

The Inspections Division completed the inspection of the Arrestee Rights signs at 30 CPD police facilities. These signs are located where arrestees are held and also located near telephones that arrestees have access to. Observations were conducted from February through April 2025 indicating that the required signs continue to be posted as required.

Arrest Records Data Demonstrating Calls Offered

- *Relevant consent decree paragraphs: 31*

In January 2025, the department submitted Arrest Records Data documenting phone calls offered to arrestees. This marked the first time our department provided this specific dataset to the IMT and the OAG. While previous submissions demonstrated that arrestees were provided access to phone calls with legal counsel, discussions with the IMT clarified that the required records should reflect access to phone calls more broadly. This updated submission aligns with that clarification and demonstrates our commitment to transparency and compliance.

2025 Beat Meeting Records

- *Relevant consent decree paragraphs: 25, 45, 47*

The Office of Community Policing submitted the 2025 Beat Meeting Records, which capture community concerns, feedback, and follow-up actions discussed during Beat and other community meetings. These records are documented using a standardized template designed to help District Commanders assess and refine their local policing strategies. This tool reflects the department's ongoing commitment to strengthening community partnerships, utilizing problem-solving approaches to reduce crime, and enhancing overall quality of life in Chicago's neighborhoods.

Engagement on Community Engagement Policy Notes

- **Relevant consent decree paragraphs: 46, 52, 158, 160, 862, 863, 864, 865**

The Reform Management Section submitted the community engagement policy notes as part of the supporting documentation for D22-08, Community Engagement Policy. The IMT requested documentation early 2025 via a comment letter stating that “CPD provide relevant communication feedback notes” to ensure a comprehensive review of D22-08. This submission highlights the department’s meaningful engagement with the community development of its policies.

For more insight, WGN News published a story on the event: <https://youtu.be/RCrfRg3c5vk>

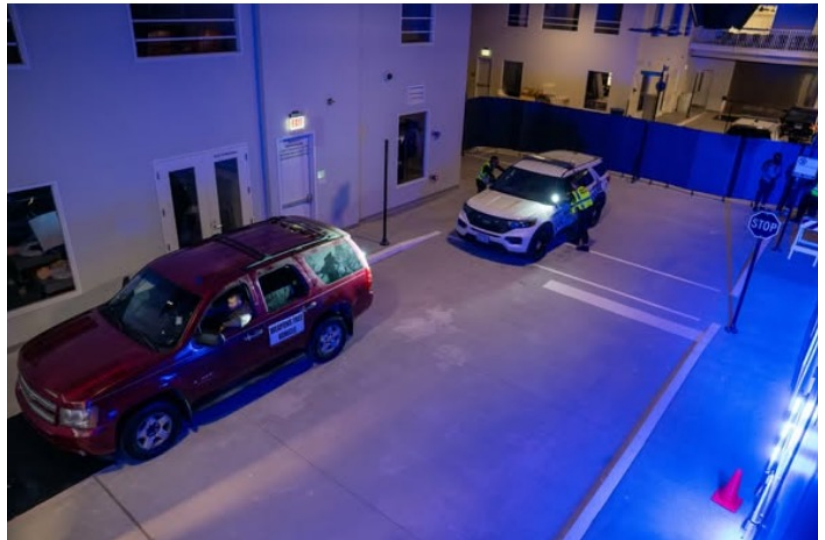
" The community training observation days provides community with a first-hand experience to witness de-escalation techniques and crisis intervention training. Your participation in this effort is essential to reinforcing trust through shared experience."

Glen Brooks
Director, Office of Community Policing



The Chicago Police Department hosted its first community training observation day this past weekend. Community members received classroom instruction and participated in training scenarios at the Joint Public Safety Training Center.

Through their observation, community members got a first-hand look at the instruction officers receive as part of their 40 hours of annual mandatory in-service training.





Impartial Policing

“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-12

During the IMR-12 reporting period, the department continued to make meaningful progress toward the goals outlined in the Impartial Policing section of the consent decree. In this reporting period, the department received no objection letters from the IMT and the OAG for the newly revised S04-19, Search Warrant Policy, marking a significant step in aligning policy with best practices that ensure impartiality in enforcement activities. To support effective implementation, the department created and submitted both a two-day in-person lesson plan and training materials, as well as a complementary eLearning module, for IMT and OAG review. These materials are designed to ensure officers are properly trained on the updated policy and understand the importance of unbiased and lawful warrant execution.

Our department also finalized department policy on Gender Based Violence with input from several community stakeholders. G02-06 Gender Based Violence was finalized and published at the end of IMR-12 after incorporating feedback from the Chicago Alliance Against Sexual Exploitation, The Network, and the Mayor's Office.

In addition, the department submitted two new eLearning modules that underscore its commitment to inclusive and respectful policing practices. The Religious Interactions module was developed to guide officers in engaging appropriately with individuals of diverse faiths and spiritual backgrounds. This marks the first time the training has been submitted for formal review and reflects our growing focus on cultural competence and religious sensitivity. Similarly, the Language Access eLearning module—developed by the Office of Equity and Engagement—focuses on improving communication with individuals who have limited English proficiency (LEP). This training outlines strategies for overcoming language barriers and reinforces the department's legal and ethical obligation to ensure equitable service delivery across all communities.

These collective efforts reflect our continued dedication to delivering fair, respectful, and effective police services. Through policy development, targeted training, and inclusive practices, the department is advancing toward the broader goals of impartial policing and building long-term community trust.

S02-07 Interactions with Persons with Disabilities

- *Relevant consent decree paragraphs: 68, 69, 70*

The Research and Development Division resubmitted the revised directive S02-07, Interactions with Persons with Disabilities, to reflect updated department policies for engaging with and providing services to individuals with disabilities. The directive outlines guidelines for effective communication and reasonable accommodations, offers de-escalation techniques tailored to individuals with disabilities, and details procedures for handling individuals with both visible and non-visible disabilities during investigatory stops and custodial arrests.

As part of this submission, the department also included Public Comment Response Letters addressed to the various agencies and organizations that contributed feedback during the community engagement process. This reflects the department's commitment to transparency, inclusion, and incorporating community input into policy development.

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

- *Relevant consent decree paragraphs: 68, 69, 90*

The Research and Development Division revised directives S02-07-01, Interactions with Persons with Physical Disabilities, and S02-07-02, Interactions with Persons with Non-Visible Disabilities, to update department policies on engaging with and providing services to individuals with both physical and non-visible disabilities. These revisions include guidelines for respectful interactions and reasonable accommodations, de-escalation techniques tailored for persons with disabilities, and procedures for handling individuals with disabilities during investigatory stops and custodial arrests.

S04-19 Search Warrant Policy Suite

- *Relevant consent decree paragraphs: 53, 54, 55*

The Research and Development Division submitted a revised draft of S04-19, Search Warrant Policy Suite for review. This submission reflects the department's continued efforts to strengthen accountability and transparency in the servicing of search warrants. Throughout this process, the department has engaged in extensive collaboration with the IMT, OAG, and the Coalition to develop a policy suite that reflects community input and oversight expectations. These efforts have included in-person community engagement events, posting the draft policies for public comment, and publishing regular updates through the CPD Search Warrant Update Summary.

This latest submission includes four department directives related to search warrants, a comment response matrix addressing oversight feedback, and incorporates revisions aligned with Judge Pallmeyer's resolution of outstanding policy issues. These updates are consistent with the Search Warrant Stipulation filed with the Court in March 2022, further demonstrating CPD's commitment to transparent and accountable policing practices.



G02-06 “Gender Based Violence Incidents”

- *Relevant consent decree paragraphs: 62*

The Research and Development Division submitted the draft directive G04-XX, Gender-Based Violence Incidents in response to feedback from the IMT and the OAG. The directive was also reviewed and received input from key stakeholders, including the Office of the Mayor, the Chicago Alliance Against Sexual Exploitation (CAASE), and The Network: Advocating Against Domestic Violence. This collaborative review process reflects the department’s commitment to transparency and incorporating community and expert perspectives in policy development.

2025 Four-Part People with Disabilities Policy eLearning

- *Relevant consent decree paragraphs: 37, 61, 68, 319, 320, 321, 323*

The department provided an updated submission of the Interactions with People with Disabilities Policy Suite eLearning. This update is regarding comments received from the OAG on March 2025. This submission consists of the four-part eLearning on the Interactions with People with Disabilities Policy Suite. This submission has been bifurcated from the in-person 2025 ABLE Policy Refresher CPR Training to facilitate final approval.



2025 ABLÉ Policy Refresher and CPR Training

- **Relevant consent decree paragraphs: 37, 61, 68, 176, 319, 320, 321, 323**

The department re-submitted the 2025 ABLÉ Refresher as the ABLÉ, Policy Refresher, and CPR Training. ABLÉ courses have been submitted previously in 2022 and 2023 achieving no objections from both the IMT and OAG respectively. The department reproduced the ABLÉ Refresher on April 2025 which was included in the Impartial and Community Policing Course. IMT provided no objections to the ABLÉ Refresher on April 2024. OAG provided no objection to the ABLÉ Refresher on April 2025. The Red Cross CPR Training and TIGN was included in this previous production as well.

The delivery of this training began in IMR-12 as part of an 8 hour, in-person instruction covering content on ABLÉ, Policy Refresher, and CPR Training. The course is broken down as follows: Annual ABLÉ Refresher Course, CPR Recertification course, Working with LGBTQ Populations, Coordinated Multiple Arrest Policy Updates and Case Study. This training is composed of the following materials:

- ABLÉ, Policy Refresher, and CPR Training Lesson Plan
- The American Red Cross information
- ABLÉ Facilitator's Guide
- ABLÉ, Policy Refresher, and CPR Training PPT
- ABLÉ, Policy Refresher, and CPR Training Participant Guide
- CMA Process Video
- CMA Report Video
- Dedication Remember Your Why Video
- ABLÉ, Policy Refresher, and CPR Post Test

Search Warrants eLearning Policy Review

- *Relevant consent decree paragraphs: 53, 54, 55*

The department submitted, the Search Warrants eLearning Policy Review, a component of the broader Search Warrant Training Suite. Developed by the Training Division, this eLearning module provides members with a comprehensive review of department policies related to search warrants. Completion of the eLearning module is required prior to participating in the in-person training.

Search Warrant Training – Narcotics and SWAT

- *Relevant consent decree paragraphs: 53, 54, 55*

The department is implementing a two-part training program for members responsible for serving search warrants on real property or locations where individuals may be present. The first component, led by the Narcotics Division, focuses on departmental policy and procedures, including the use of the electronic search warrant application. The second component, led by SWAT, addresses tactical skills and operational preparedness. The supports compliance with the Search Warrant Stipulation filed with the Court in March 2022.

Responsible Use of Social Media and Prohibitions on Criminal and Biased Organizations eLearning

- ***Relevant consent decree paragraphs: 54, 57, 74, 320, 321, 323***

The Training and Support Group submitted a slide deck, which includes audio and video components, as part of the eLearning module titled Responsible Use of Social Media and Prohibitions on Criminal and Biased Organizations. This training is designed to educate department members on best practices for social media use, reinforce relevant policies, and clearly define prohibited behaviors. It emphasizes the importance of avoiding any content on personal social media accounts that disparages individuals or groups based on race, religion, sexual orientation, or other protected characteristics. The submission also supports the in-service training requirements outlined in the consent decree, promoting professionalism, accountability, and respect in both online and in-person interactions. It is anticipated for this training to be finalized and enrollment for members to begin during IMR-13.

Religious Interactions eLearning

- ***Relevant consent decree paragraphs: 60***

The department remains committed to supporting respectful and informed interactions between officers and members of diverse religious communities. As part of this effort, the department submitted the Religious Interactions eLearning module during this reporting period. This training was developed to provide officers with guidance on engaging with individuals from various faith backgrounds and reflects the department's broader commitment to inclusive and community-focused policing. This marks the first time this eLearning module has been submitted for review.

Sexual Misconduct eLearning

- *Relevant consent decree paragraphs: 63, 443, 444*

Our Training and Support Group Unit has re-submitted the Sexual Misconduct eLearning. Comments were received from the IMT and OAG. This submission included a response matrix that addressed comments received resulting in no objection letters being issued and enrollment starting in IMR-13.

Language Access eLearning

- *Relevant consent decree paragraphs: 64, 65*

The Office of Equity and Engagement developed the Language Access eLearning module to demonstrate our commitment to improving communication with individuals who have limited English proficiency (LEP). This training highlights strategies for providing effective language access in policing, explains the benefits of clear communication with LEP individuals, and emphasizes the department's legal obligations to ensure equitable access to services. Efforts to finalize this eLearning remain ongoing as the department works to incorporate obtained feedback into this training.

Community Engagement Framework and Community Engagement Plan

- *Relevant consent decree paragraphs: 52, 158, 160, 862, 863, 864*

The department provided the 2025 Community Engagement Plan Final Draft for ¶52, ¶158, and ¶160, and the framework on Community Engagement for ¶52, ¶158, ¶160, ¶862, ¶863, and ¶864. These documents outline the department's strategy to fulfill consent decree requirements through community partnerships and documented reforms. It emphasizes compliance tracking, transparent processes, and alignment of reforms with community needs. The department Framework on Community Engagement uses a tiered approach to foster interaction at department, district, and officer levels. It focuses on outreach, engagement, and transparency, with efforts led by the Offices of Community Policing, Equity and Engagement and News Affairs.



The 2025 Community Engagement Plan Final and the department Framework on Community Engagement directly support the Impartial Policing, Use of Force and Investigatory Stop Reports sections of the consent decree by emphasizing equitable, transparent, and community-inclusive strategies for policing reform. They align with the consent decree's requirements to establish clear channels for the community to provide feedback regarding use of force, eliminate discriminatory practices and ensure that policing is conducted without bias, fostering trust and collaboration between our department and the diverse communities it serves.

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-12

During the IMR-12 reporting period, the department made substantial progress in advancing the goals of the Crisis Intervention section of the consent decree. These efforts are pursued in collaboration with partner agencies such as the OEMC and reflect the department's broader commitment to establishing policy, training, and data practices that are grounded in national best practices.

One of the most significant developments during this reporting period was the creation and submission of a framework for the Officer Implementation Plan, developed in partnership with the IMT and the OAG. This is the first such plan produced in nearly five years and represents a major milestone. It lays the groundwork for a full implementation plan expected during IMR-13 and is intended to help the department achieve compliance with multiple paragraphs within the Crisis Intervention section.

Furthermore, we have re-established and formalized its policy and training review process with the Chicago Council on Mental Health Equity (CCMHE). CIU met individually with committee members to review and receive feedback on the S04-20 policy suite, which governs interactions with individuals in crisis. This collaborative process—developed in conjunction with the IMT and OAG—provides a structured mechanism for ensuring that our policies and trainings are subject to ongoing community-informed review. Documentation of this process is expected to drive Operational compliance for at least five paragraphs in the consent decree.

Together, these advancements reflect our deepening commitment to ensuring that individuals experiencing mental or behavioral health crises receive compassionate, effective, and appropriately tailored responses. Through policy reform, stakeholder collaboration, rigorous training, and improved data systems, the department is laying a strong foundation for long-term, sustainable compliance in crisis intervention.

These newly submitted evaluations demonstrate the Department's continued commitment to aligning CIT Basic and Refresher Trainings with Consent Decree requirements. They specifically support compliance with paragraphs 95 and 97, which mandate that Certified CIT Officers complete both trainings. The Independent Monitoring Team has identified these evaluations as key to measuring ongoing compliance with paragraphs 96 and 99.

S05-14 Crisis Intervention Team Program

- *Relevant consent decree paragraphs: 87, 88, 89, 90, 91, 92, 93, 94, 95, 97, 100, 101, 102, 103, 104, 105, 107, 108, 109, 110, 111, 112, 114, 115, 116, 117, 120, 121, 124, 125, 132, 134, 135, 136, 137, 141*

The Research and Development Division resubmitted the S05-14 Crisis Intervention Team (CIT) Program for compliance recognition in order to seek preliminary compliance with ¶107-112.

BLE Recruit Curriculum Compliance

- ***Relevant consent decree paragraphs: 127, 247***

The department has submitted several Recruit Training Curriculums through the 641 review and approval process. These training modules support compliance with various aspects of the consent decree. Relevant curriculums have been received no objection determinations from the IMT and OAG. The submissions during IMR-12 covered recruit group classes 24-6 and 24-7.

CIT Refresher Curriculum

- ***Relevant consent decree paragraphs: 95, 97, 99, 103***

CIU submitted revisions to the CIT Refresher Curriculum. This submission includes the lesson plans and slide shows that contain ILETSB updates, in addition to updates as requested by the IMT. The revised curriculum is critical for furthering compliance efforts across several paragraphs, which was recently noted to the IMT and OAG during a site visit meeting on March 2025. As indicated in ¶95 and 103 respectively set out a requirement for Certified CIT Officers to take the Refresher training every three years, as well as for the CIT staff to review and revise CIT curricula by seeking the participation of a variety of “professionals and advocates who work with individuals in crisis” per requirements stated in ¶103. Similarly, revisions of this curriculum relate to efforts to achieve Operational compliance under ¶97 and ¶99. These paragraphs require CIT Program staff “to review and revise the CIT Refresher Training as necessary” to develop and expend Certified CIT Officers’ skillsets via up-to-date training.

CIT Basic and Refresher Course Evaluations

- ***Relevant consent decree paragraphs: 95, 96, 97, 99***

The Crisis Intervention Unit (CIU) submitted course evaluation summaries for both the Crisis Intervention Team Basic Training and the CIT Refresher Trainings conducted from December 2024 to April 2025. These summaries include aggregated feedback from participants and provide insight into the effectiveness of the training sessions. These newly

submitted evaluations demonstrate the department's continued commitment to aligning CIT Basic and Refresher Trainings with consent decree requirements and specifically support compliance with ¶95 and 97, which mandate that Certified CIT Officers complete both trainings. The IMT has identified these evaluations as key to measuring ongoing compliance with ¶96 and 99.

CPD/CCMHE Annual Review of Policies and Training

- **Relevant consent decree paragraphs: 87, 88, 89, 103, 135, 136, 137**

The department collaborated with the IMT to finalize the approach it will take under ¶130 for the CCMHE, which the department recognizes as the consent decree's "Advisory Committee", to receive "guidance on [its] crisis response-related policies, procedures, and training." Specifically, our CPD Personnel informed the IMT that the review would mirror an existing two-year process derived from ¶636 requirements of the consent decree, which materialized via CPD policy D22-08, Community Engagement in Policy and Training Development.

CIT Coordinator Certifications - IMR-12

- **Relevant consent decree paragraphs: 116**

For the IMR-12 reporting period, the Crisis Intervention Unit submitted the training certifications for its CIT Coordinator. To maintain the requirement of ¶116, the department has submitted certifications for the training that Lt. Anderson, our current CIT Coordinator, attended these as part of her duties. Lt. Anderson also attended the International Association of Chiefs of Police Officer Safety and Wellness Conference from March 11 - 13, 2025 in Anaheim California.



Strategic Initiatives Division CIT Responsibilities Memo

- *Relevant consent decree paragraphs: 121*

The department submitted a memo detailing how its Strategic Initiatives Division (SID) works to fulfill the department's data requirements in the Crisis Intervention Section of the consent decree. The memo notes that three analysts have currently been assigned to cover requirements around data analysis as it relates to Crisis Intervention and the Crisis Intervention Unit. This submission further describes the duties SID personnel perform to collect and analyze data detailed above in the paragraph.

Comprehensive List of Certified CIT Officers

- *Relevant consent decree paragraphs: 141*

The Crisis Intervention Unit (CIU) submitted the Comprehensive List of Certified CIT Officers. The list, which materialized as a result of a survey, contains only eligible certified CIT officers who have voluntarily agreed to be prioritized for calls for service involving individuals in crisis. This effort is intended to do away with the previous department status distinctions of "volunteer" and "mandatory."

CIT Coordinator Summary Report

- ***Relevant consent decree paragraphs: 89, 101, 104, 105, 115, 117, 141***

As codified in ¶115, 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 submitted the CIT Coordinator Summary Report information that summarizes the Crisis Intervention Program’s related efforts during IMR-12. In this report, it includes opportunities to “regularly [communicate and interact] with relevant CPD command staff” regarding the department’s Crisis Intervention-related efforts.

The report provides updates on efforts to review and develop existing policies, practices, and trainings in conjunction with a variety of stakeholders. Per ¶89, this includes the CIT Coordinator’s annual review of CIT policies and practices. Policy updates also operationalize the requirement in ¶104 to develop policies regarding criteria for a Certified CIT Officer’s participation.

Included in the report, is personnel data that show each CPD sworn member’s CIT status. The provided data demonstrates various requirements for CPD, namely ¶93’s requirement that Certified CIT Officers meet and maintain specific eligibility criteria to apply to and remain in the CIT program. This includes regular Refresher Training, as outlined in ¶101. The department is also required to maintain this updated list of Certified CIT Officers.

CIT Quarterly Response Ratio Report

- ***Relevant consent decree paragraphs: 92, 106, 113, 118, 120***

The Reform Management Section produced the CIT Quarterly Response Ratio Report. This report utilizes data sources related to Use of Force, CIT reports, and CIT Service calls to produce quarterly response ratio report for each district and watch. Data provided also includes the number and types of incidents involving individuals in crisis, as well as data on TRRs and reportable uses of force occurring during a service call, broken out by force level and options.



The data in this report demonstrates that Certified CIT officers are prioritized to respond to calls identified as involving individuals in crisis per §92 and §106. This is shown through data on response ratios, TRRs, CIT Reports, and service calls. The response and documentation of these incidents have further requirements in §113 and §118, all of which the included data analyzes. The report similarly includes the data specified in §120, such as number and types of CIT incidents, use of force calls, and details of the CIT reports.

Use of Force

“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-12

During the IMR-12 reporting period, the department advanced several key initiatives to ensure that use of force by officers aligns with federal and state law, the consent decree, and principles of de-escalation, accountability, and the sanctity of life. These efforts support our commitment to using only objectively reasonable, necessary, and proportional force, while strengthening review systems and organizational learning.

A major accomplishment this period was the launch of the D24-06, Firearm Pointing Incident District-Level Review – Pilot Program in five districts (006, 007, 011, 017, and 025), selected based on 2023 firearm pointing incident data. Developed in collaboration with the IMT, this initiative enhances district-level accountability by allowing supervisors to more promptly review firearm pointing incidents (FPIs) and address any deficiencies. We also received no objection letters from the IMT and OAG for the associated lesson plan and training materials. To support this expansion, eight additional captains have been trained to conduct these reviews. These Captains come from the following districts: 002, 005, 009, 012, 014, 018, 022, and 024.

To further support accountability, we formalized a new onboarding lesson plan for TRED reviewers and shared it with the IMT and OAG. The department also submitted the 2024 TRED Mid-Year Report, along with the acknowledgment demonstrating over 95% of active supervisors through the eLearning system —highlighting strong compliance with supervisory review requirements.

The department also finalized the two-year policy review packet for S03-22, Firearm Pointing Incidents. Additionally, CPD initiated their community engagement process with the organization Creer Un Espace to gather input on use of force policies as part of its policy review cycle. The department also produced an audit on foot pursuits and continued discussions with the IMT, OAG, and Judge Pallmeyer regarding body-worn camera protocols during public safety questioning. Lastly, we reached an agreement with the IMT and OAG on a temporary moratorium for TRED reviews of 5% of random Level 1 Tactical Response Reports (TRRs) covering the first half of 2025.

These collective efforts reflect our continued progress toward embedding de-escalation, oversight, and transparency into its use of force policies and practices—ensuring officers are held to high standards while strengthening public trust and safety.



D24-06 Firearm Pointing Incident District-Level Review - Pilot Program

- ***Relevant Consent Decree Paragraph(s): 192, 193***

To strengthen district-level accountability and improve the timeliness of reviews, the department launched the D24-06, Firearm Pointing Incident District-Level Review – Pilot Program. This initiative was designed in collaboration with the IMT and aligns with TRED Standard Operating Procedures and firearm pointing incident (FPI) review requirements. The pilot, implemented in Districts 006, 007, 011, 018, and 025—selected based on the highest number of FPIs in each geographic area per 2023 data—empowers supervisors to identify and address FPI deficiencies more promptly. This effort also supports the department’s strategy to reduce the TREDs backlog without compromising review standards. Additionally, the department achieved preliminary compliance with consent decree ¶192 and ¶193 through the most recent submission of Directive D19-01, on Firearm Pointing Incidents now known as S03-22, Firearm Pointing Incidents in December 2024

S03-05 In-Car Video Systems – Finalization Packet

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

The Research and Development Division finalized and published department Directive S03-05, In-Car Video Systems, following a collaborative review process. After receiving feedback from the IMT and OAG on initial drafts CPD obtained a no objection letter which allowed for the policy to be posted for public comment, necessary revisions be made based on comments, and official publication of the directive.

S03-22 Firearm Pointing Two-Year Review (Previously D19-01)

- ***Relevant consent decree paragraphs: 188, 189, 190, 191, 192, 193, 194, 195, 196***

The Research and Development Division submitted the published department Directive S03-22, Firearm Pointing Incidents along with documentation of publication of directive, public posting, and public comments. Based on discussions during IMR-12 site visits, and on the Use of Force monthly meeting that took place on April 2025, the IMT Monitors indicated that the department would be obtaining full compliance with ¶189 once the language in this directive was updated to demonstrate consistency with Judge Pallmeyers' decision on S04-19, Search Warrant Policy resulting from meetings with the Coalition during Q1 and Q2 of 2024.

U04-04 Issuance and Replacement of First Aid Kits

- ***Relevant consent decree paragraphs: 174, 175***

The Research and Development Division published the updated policy of U04-04, Issuance and Replacement of First Aid Kits which provides guidance on the first issuance and replacement of the individual and mini first-aid kits.

U04-02-02 Control Devices and Instruments and G03-02-04 Taser Use Incidents

- ***Relevant consent decree paragraphs: 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 212***

The Research and Development Division submitted the drafts of U04-02-02, Control Devices and Instruments and G03-02-04, Taser Use Incidents due to there being changes made to these policies. Policy changes are reflective of the Taser 10 functionality and previous training conducted by the Training Division.

In-Car Video Systems eLearning

- ***Relevant consent decree paragraphs: 242***

The Training Division provided the eLearning training based on the department policy S03-05, In-Car Video Systems. This training is intended to educate department members on proper use of in-car video systems in accordance with the policy and consent decree.

District-Level Review of Firearm Pointing Incidents Captain Instructional Materials

- ***Relevant consent decree paragraphs: 189, 190, 191, 192, 193, 194, 575***

The Tactical Review Evaluation Division submitted instructional materials related to the district-level review of firearms pointing incidents currently for the rank of Captain. This training was developed specifically for Captains to review firearm pointing incidents not related to a use of force incident. This training remains focused on district-level Captains reviewing firearm pointing incidents which are not associated with a use of force incident. Changes were made to the lesson plan and PowerPoint as a result of OAG comments; however, this submission also includes the survey, objectives worksheet, and participant guide which did not undergo changes since previously produced.

Firearm Pointing Incidents Training Bulletin

- ***Relevant consent decree paragraphs: 188, 189, 190, 191, 192, 193, 194, 195, 196***

The Training and Support Group submitted the revised version of the Educational Training Bulletin #19-01 Firearm Pointing Incidents. This update was intended to demonstrate the training bulletin conforms to revisions made to the associated relevant policy S03-22, Firearm Pointing Incidents.

TRR Supervisory Dashboard – Revised with IDR 95% Compliance

- ***Relevant consent decree paragraphs: 153, 156, 157, 161, 191, 217, 239, 243, 248, 291, 347, 348, 349, 351, 569, 571, 572, 574***

The Reform Management Section submitted supporting documentation on the 95% compliance of the TRR Supervisory Dashboard training. To capture the successful completion of training, our department submitted the Tableau Dashboard Screenshot which demonstrates that 95% of the department has completed this training, along with an excel list of names of department trained members.

2024 TRED Mid-Year Report - Supervisor Review 95% Compliance

- ***Relevant consent decree paragraphs: 153, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 243, 248, 349, 351, 352, 568, 574***

The department submitted documentation to demonstrate that the 2024 Tactical Review and Evaluation Division Mid-Year Report was read and acknowledged by over 95% of active supervisors through the eLearning system. The department produced the 2024 TRED Mid-Year Report on January 2025.

TRED On-Boarding Training

- ***Relevant consent decree paragraphs: 190, 191, 192, 193, 575***

The Tactical Review Evaluation Division submitted instructional materials titled TRED On-Boarding Training. This is a first-time submission for these materials. This submission is a training focused “on-boarding” for new TRED reviewers to ensure they have the required knowledge and expertise to review and analyze incidents related to use of force, foot pursuits, and firearm pointing. This training will further enable reviewers to develop recommendations for

officers as well as modifications to tactics, equipment, training, or policy as necessary to address identified practices or trends.

BWC SPAR Data

- ***Relevant consent decree paragraphs: 236, 237, 238, 239***

The department submitted the BWC SPAR slides presented at CompStat. The slides being submitted contain the SPARs for the districts that were selected to be reviewed during CompStat meetings. The SPAR offenses selected are related to BWC transgressions. As indicated by the SPAR offense table, offense 35 is described as a violation of the departments body-worn camera policy while offense 35A is described as failure to activate body-worn in a timely manner. These slides demonstrate that the department has implemented requirements for the use of body-worn cameras and district-level supervisors are holding officers accountable when department policy is not followed. The slides presented further demonstrate a feedback loop and accountability mechanism being in place to ensure CPD officers have trust and legitimacy within the community it serves.

TRED IDR CompStat Slides

- ***Relevant consent decree paragraphs: 157***

The department submitted the Incident Debriefing Report (IDR) presentation slides collected and analyzed by TRED at CompStat meetings. TRED is responsible for reviewing use of force incidents as well as collecting and analyzing information regarding force used by department members. These slides contain snapshots of the IDRs at districts that have been selected to be reviewed during that CompStat meeting. These slides demonstrated that there is a feedback loop and accountability mechanism in place as district Commanders are being held accountable for the IDRs in their district while also being made aware of the top debriefing points in their district. It also reflects that we collect and analyze information on the use of force by CPD members, including whether and to what extent CPD members use de-escalation techniques in connection with use of force incidents.



BOP Taser District Inspections Q4 2024 and Q1 2025

- **Relevant consent decree paragraphs: 206**

The Reform Management Section submitted proof that districts completed their quarterly Taser inspections and sent documentation to the Bureau of Patrol.

Audit of Foot Pursuit Reporting

- **Relevant consent decree paragraphs: 168, 169, 172**

The Audit Division provided the “Audit of Foot Pursuit Reporting”. The submission of this audit report is intended to provide a better understanding of the extent to which foot pursuits may have occurred but were not appropriately reported as foot pursuits. The audit indicated positive findings of department members following the requirements set out in G03-07 Foot Pursuits and G03-07-01 Department Review of Foot Pursuits.

2024 Annual Use of Force Report

- **Relevant consent decree paragraphs: 154, 157, 158, 159, 160, 162, 164, 165, 166, 167, 169, 172, 173, 174, 175, 177, 182, 185, 186, 187, 198, 200, 201, 202, 204, 205, 210, 211, 213, 214, 216, 217, 218, 219, 232, 239, 546 (c), 547, 568, 571, 572, 575**

The department produced the 2024 Annual Use of Force Report this reporting period. This report demonstrates department members are reporting and documenting their use of force incidents based on the three levels, as outlined in the consent decree. The report can be accessed via the CPD website at: <https://www.chicagopolice.org/statistics-data/statistical-reports/use-of-force-annual-reports/>



2024 TRED Year-End Report

- **Relevant consent decree paragraphs: 153, 154, 155, 156, 157, 161, 162, 163, 164, 165, 166, 168, 169, 170, 172, 173, 176, 177, 178, 179, 183, 184, 185, 186, 187, 189, 190, 191, 192, 193, 194, 196, 198, 200, 201, 202, 203, 204, 205, 207, 208, 209, 210, 211, 213, 214, 216, 217, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 569, 574, 575, 577, 578, 579, 580, 854, 855, 856, 857, 858, 859, 860, 861**

The Tactical Review and Evaluation Division submitted the 2024 Year-End Report which details their division's activity and findings from January 1 to December 31, 2024. TRED is tasked with producing these semi-annual reports analyzing use of force, firearm pointing incidents, along with search warrants and comprehensive ISR data. The report was also posted for public access and can be found at: <https://www.chicagopolice.org/statistics-data/statistical-reports/tactical-review-and-evaluation-division-reports/>





Recruitment, Hiring, and Promotion

“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-12

During the IMR-12 reporting period, the department continued its efforts to recruit and hire a diverse and community-centered police force, in alignment with consent decree goals. These efforts are essential to maintaining a professional department that reflects the communities it serves, fosters public trust, and promotes fairness and legitimacy in policing.

To support this commitment, we engaged Purpose Brand Marketing to design a citywide recruitment campaign with particular focus on outreach to underrepresented communities. Purpose Brand conducted multiple focus groups to better understand public perception, with community engagement emerging as a key theme. We look forward to launching a campaign that emphasizes the importance of police-community relationships as a foundation for effective and inclusive recruitment.

Additionally, the Office of Public Safety Administration submitted the Recruitment and Retention Strategic Plan for 2026–2028. This forward-looking plan outlines targeted strategies to attract and retain qualified candidates, building on lessons learned from the previous 2023–2025 plan and incorporating key recommendations from the Coleman Report.

The department also submitted the 2024 Annual Report from the Recruitment and Retention Unit, highlighting recent achievements in recruitment and hiring, and detailing ongoing efforts to strengthen diversity and representation within the department.

These efforts reflect our continued dedication to building a police force that is representative, community-focused, and aligned with the values of transparency and equity.

DHR SOP on Sworn Jobs

- *Relevant consent decree paragraphs: 255*

The City has an interagency policy, IAP 07-01: CPD Sworn Member Recruitment and Hiring that binds CPD, DHR, OPESA, and DOL to collaborate regarding the Police department’s recruitment and hiring practices, and specifically the review of job descriptions. DHR has its own policy that details an internal triennial review and a review that is conducted by external vendors, as well. We submitted both the current version, reviewed and updated by an external vendor, and the previous version of the Captain job description. We also included the Task Order Proposal Request that details the City’s request and parameters for reviewing the job descriptions. Via this submission, the City is demonstrating the policies it has in place and data and evidence of compliance with said policies.

2024 Annual Report by CPD’s Recruitment and Retention Unit

- *Relevant consent decree paragraphs: 253, 254, 258, 259, 260*

The department provided the 2024 Annual Report by the Recruitment and Detention Unit. This report demonstrates the progress and efforts achieved, especially relating to recruitment and hiring.



CPD Recruitment and Retention Unit's Recruitment Strategic Plan for 2026-2028

- *Relevant consent decree paragraphs: 253, 254, 260*

The Office of Public Safety Administration has presented CPD's Recruitment and Retention Unit's Recruitment Strategic Plan for 2026-2028. This plan was submitted to demonstrate the approach that our department is taking in regard to recruitment and retention for the next three years. This includes recommendations from the Coleman Report and RRU's previous strategic plan (2023-2025).

Training

“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-12

During the IMR-12 period, the Department made significant advancements in officer training, reflecting a strong organizational commitment to continuous learning, accountability, and modernized policing practices. We launched the 2025 Training Needs Assessment, achieving record participation and laying the foundation for the recently completed 2026 Training Plan. The Department also submitted a majority of its training curriculum for review, including key components of the Lieutenants Pre-Service Training package, and actively incorporated feedback from the OAG and the IMT.



A major milestone was the overhaul of the Field Training and Evaluation Program (FTEP), including a full revision of Directive S11-02 and the integration of the ACADIS application for Daily Observation Reports (DORs). This modernization was supported by a comprehensive eLearning rollout, updated lesson plans, and new evaluation tools to enhance field training transparency and effectiveness. The Training Support Group also revised and expanded the Field Training Officer curriculum, aligning it with national best practices, legal updates, and Consent Decree requirements.

Additional achievements include the development and delivery of specialized eLearning modules and in-service training across a wide range of critical topics—from use of force and constitutional policing to mental health response and trauma-informed care. These initiatives demonstrate CPD’s sustained efforts to build a highly trained, professional workforce dedicated to fair and effective policing.

S11-10-01 Recruit Training

- *Relevant consent decree paragraphs: 294*

The Research and Development Division, in consultation with the Training Division, submitted a revised directive for first time for review by the IMT/OAG which outlines the areas of study to be completed during recruit training, requirements for recruit evaluation and examinations, and the requirements for passing state certification exams.

DN25-TD Training Division Instruction Evaluation - Pilot Program

- *Relevant consent decree paragraphs: 285, 286, 287, 288*

The Research and Development Division, in collaboration with the Training Division of the Training and Support Group submitted the DN25-TD, Training Division Instructor Evaluation - Pilot Program for review by the Independent Monitoring Team and Office of Attorney General.



The directive prepares our members to police fairly, safely, and in accordance with the law, CPD policies, best practices, and the consent decree. The policy codifies a process that provides for the collection, analysis, and review of course and instructor evaluations to document the effectiveness of existing training and to improve the quality of future instruction and curriculum. This policy also codifies the Training Division Curriculum Assessment Report.

Detention Facility Review eLearning

- ***Relevant consent decree paragraphs: 31, 320, 321, 323***

The Training and Support group resubmitted the Detention Facility Review eLearning. This training is meant to encompass Detention Facility processing and guidelines and is related to the following policies:

1. G06-01-04 Arrestee and In-custody Communications that was produced December 2022 for the two-year review.
2. S06-04 Processing of Juveniles and Minors under Department Control
3. G02-01-03 Interactions with Transgender, Intersex and Gender Non-conforming (TIGN) Individuals
4. G06-01-01 Field Arrest Procedures
5. G08-06 Prohibitions of Sexual Misconduct
6. S06-01-02 Detention Facilities General Procedures and Responsibilities
7. D18-04 Opioid Overdose Reversal (Naxolone) Program
8. CPD-11.523 Guidelines for Arrestee Screening and Monitoring

This course is a part of the 40hr In-service Training to all department sworn and Civilian Detention Aides and is credited as 1.5 hours of training.



2025 De-escalation, Response to Resistance, Use of Force-Unknown/High-Risk, Transitional Vehicle Stops

- ***Relevant consent decree paragraphs: 20, 37, 52, 53, 56, 59, 71, 72, 74, 153, 154, 155, 156, 157, 158, 161, 171, 173, 175, 176, 177, 178, 183, 184, 185, 186, 187, 189, 191, 200, 204, 205, 207, 209, 211, 213, 214, 216, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 243, 244, 245, 246, 276, 277, 283, 317, 386, 413, 437***

The department began delivery during IMR-12 of the 2025 De-escalation, Response to Resistance, and Use of Force – Unknown/High-Risk, Transitional Vehicle Stops in-service training, which is a core component of the annual 40-hour training requirement for all sworn members. The course focuses on appropriate procedures and tactics for conducting both low-risk and high-risk vehicle stops, with an emphasis on unknown or transitional scenarios. It also highlights communication strategies that promote respect and dignity in all interactions. One practical module provides instruction on the tactical use of police vehicles as protective cover.

The training uses a blended learning approach, requiring members to complete an eLearning module before attending in-person sessions. Scenario-based exercises will also be included to primarily use sound-only, non-lethal training ammunition. Additionally, the Duty to Intervene Training Bulletin was also incorporated into the Participant Guide. This course is intended to complement the department's Constitutional Policing Foundations training by reinforcing principles of tactical preparedness, de-escalation, and officer accountability.

Audit 2024 In-Service Training Records

- ***Relevant consent decree paragraphs: 291, 321, 323***

The Audit Division submitted the Audit of 2024 In-Service Training Record Report. The report includes no recommendations or suggestions for improvements. The Audit Division assessed the Training and Support Group's (TSG) 2024 in-service training period from 05 June 2023 to 23 December 2024. Since 2019, the Chicago Police Department Audit Division has issued an annual report to supplement the department's submission package to the IMT and the OAG regarding compliance with consent decree ¶323. The Audit Division pulled a sample of 381 training records from the 41,637 records (confidence level 95 percent, margin of error 5 percent). The sample was sourced from digital training records



provided by TSG and represents all in-service courses across all quarters for the period. This sample, taken from the Audit Division, demonstrated department Members are signing an acknowledgement of attendance or digitally acknowledge completion of training. The Audit of 2024 In-Service Training Records Report, which is the department's annual signature verification audit, reviewed 381 sampled training records, and 380 were verified by signatures on sign-in sheets, resulting in a 99.7 percent positive finding.

Field Qualified Recruit Groups 23-11, 24-01, 24-02, and 24-03

- *Relevant consent decree paragraphs: 310*

The department provided a To/From Report showing the members listed in P.P.O. Recruit Groups who have been deemed “field qualified” and detailed to various districts with non probationary police officers which also included the cycle templates for each of the listed classes.

Daily Observation Report ACADIS eLearning

- *Relevant consent decree paragraphs: 308, 309, 310*

The Bureau of Patrol submitted the Daily Observation Report (DOR) ACADIS Application eLearning. This eLearning application access training is intended to introduce the Field Training Plan Monitor, located in the ACADIS Application site under our department's internal site. In addition to completing the eLearning, members are required to review the ACADIS User Guides, the FTO Manual, and the S11-02 Field Training and Evaluation Program.

Daily Observation Report ACADIS eLearning – 95% Compliance

- *Relevant consent decree paragraphs: 308, 309, 310*

The Reform Management Section has provided supporting documentation to demonstrate that the department has met 95% compliance with the Daily Observation Reports (DORs) within the ACADIS application eLearning.

Field Training Officer Application

- *Relevant consent decree paragraphs: 301, 302*

In alignment with consent decree requirements, the department must ensure a structured application and selection process for qualified Field Training Officer (FTO) candidates, as outlined in ¶301 and 302. To meet this obligation, the Research and Development Division submitted the E05-08, Application for Police Officer (Assigned as Field Training Officer), Title Code 9164 notification. From December 16 through December 30, 2024, the department opened the application process for members interested in becoming FTOs. As part of this process, the department transitioned the FTO examination from a written format to an on-site, computer-based exam to modernize and streamline testing. Exams were administered across three weekends in February 2025—February 8–9, 15–16, and 22–23—with additional makeup sessions scheduled for March 21–22, 2025, in case of inclement weather. These efforts support the department’s continued commitment to selecting and preparing highly qualified members to serve as Field Training Officers in accordance with consent decree standards.



FTO Initial Training

- ***Relevant consent decree paragraphs: 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315***

Since the latest submission of the FTO Initial Training in 2024, TSG and other units have made changes to the curriculum, driven by updated policies, laws, and best practices. Among the most significant revisions are those made to accommodate the new DOR ACADIS system. These changes include extensive updates and rewrites to the Lesson Plans, ensuring alignment with the updated system. While the bullet points below highlight the key substantive changes, they do not encompass every adjustment made across the curriculum.

- FTO Curriculum Summary - Updated course descriptions to align with the current curriculum.
- BIA FTO Rules and Regulations LP - Incorporated elements of CD into the lesson plan.
- DWI Detection and SFST Refresher - Instructor Guide - Revised to reflect the most current (2023) DWI curriculum from NHSTA.
- Emotional Intelligence FTO LP - Minor revision, with a new slide that includes the recent change to the FTEP evaluation criteria/DOR.
- FTEP LP - Incorporated additional FTEP/Review Board information from revisions to S11-02, as well as consent decree paragraphs originally in the BIA LP.
- Law Review FTO LP - Included Additional Pre-Trial Release material into the lesson plan and PowerPoint.
- Leadership for FTOs LP - Updates to leadership styles specifically tailored for FTO training were incorporated into this block of instruction.
- Procedural Justice FTO Instructor Resource NPI - Minor revision, with a new slide reflecting the recent change to the FTEP evaluation criteria/DOR.
- Recruit BLE Curriculum Changes FTO LP - Updated from 2023 to reflect the changes made to the BLE curriculum in 2024.
- Revised FTEP Evaluation Criteria and ACADIS System LP - A new two-hour block of instruction designed to reflect the revamped FTEP evaluation and the new DOR system in ACADIS.
- ACADIS Chicago Police Department FTO User Guide - A new user guide for the ACADIS application.
- Teach on the Fly FTO PPT - Rewritten to better align with FTO-specific rank applicability.



- Training with Honor Ethics FTO LP - Emphasized the importance of FTOs serving as role models and understanding the potential negative impact of unethical behavior on their PPOs.
- Use of Force & Control Tactics for FTOs LP - Updated by the Physical Skill Section, including the introduction of the wedge cuffing technique and the emergency rear cuffing technique (i.e., the “catcher’s mitt” position via FLETC).
- VirTra Training FTO LP - A new lesson plan created for FTO scenarios using the VirTra machine.
- Weapons Policy Review FTO LP - Minor revisions including slides with photos illustrating the differences between pistol optics and pistol lights, as well as information on weapon cleaning
- PCD EAP Hour FTO LP - The updates consist of revised location information, policy adjustments, and reformatting of content into the lesson plan structure for better clarity and review

2025 Annual FTO Refresher Curriculum

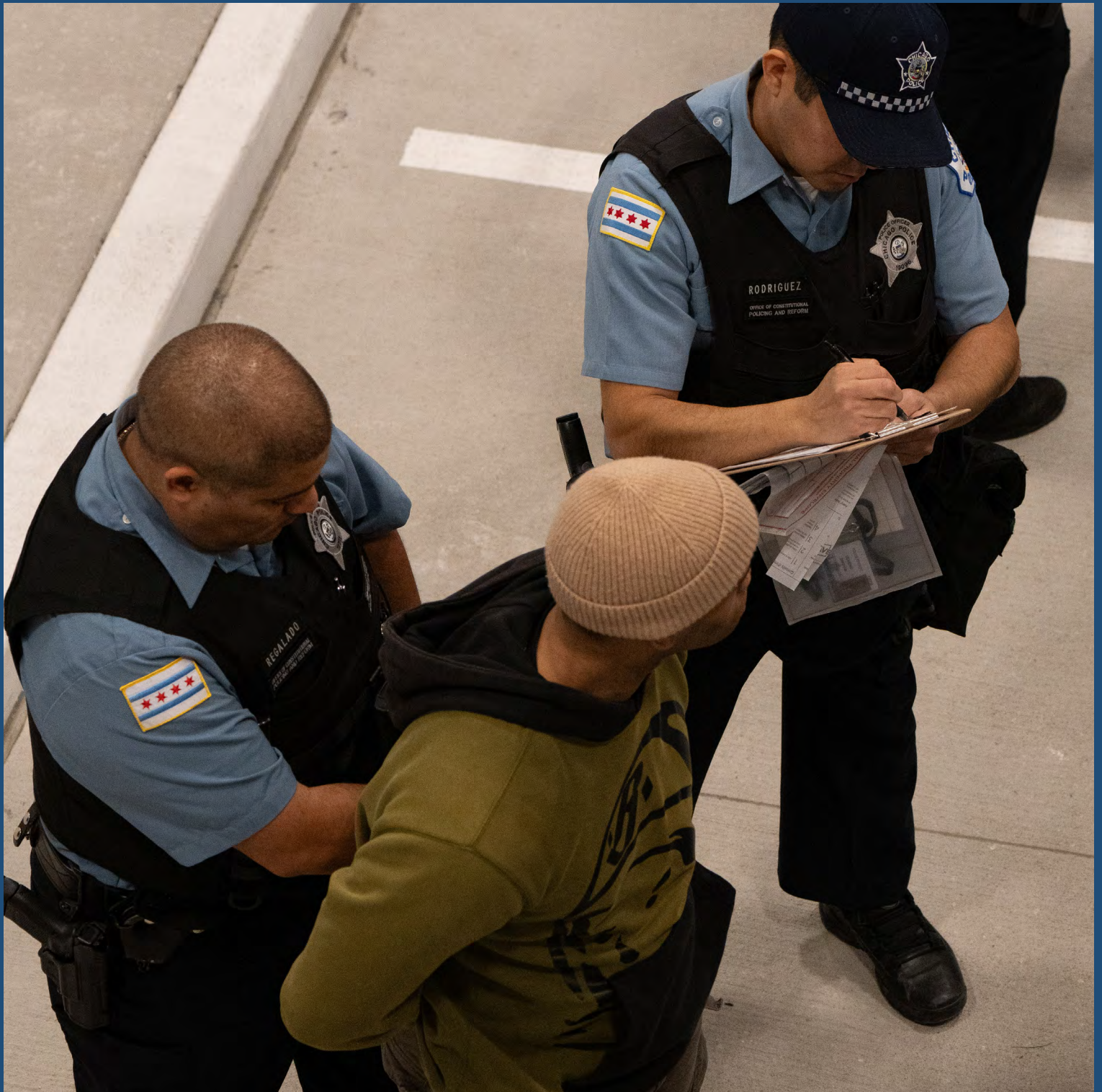
- *Relevant consent decree paragraphs: 275, 276, 303, 309, 311, 320, 323*

The Training and Support Group provided the 2025 Annual FTO Refresher Curriculum. This 2025 Annual FTO Refresher Training consists of the lesson plan for the full 8-Hour training. In conjunction with the FTO initial Curriculum produced April 2025. The department anticipates these components together will codify the requirements for secondary compliance for the listed paragraphs and plans to begin delivery in IMR-13.

Field Training and Evaluation Program

- *Relevant consent decree paragraphs: 298, 299, 300, 301, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 13, 314, 315*

The Research and Development Division provided to the IMT/OAG an updated version of S11-02, Field Training and Evaluation Program and S11-02-01, Field Training and Evaluation Review Board to maintain compliance with the indicated paragraphs.



After a review of the directives to evaluate whether the directives provided effective guidance and direction, the Research and Development Division in consultation with the Patrol Division, and the Training Division, determined that the S11-02, Field Training and Evaluation Program directive needed to be revised to reflect the newly developed ACADIS application for the daily observation reports. Also, to more accurately reflect the discussions around the FTO/PPO survey responses with the ability to cohesively report out survey responses, if any, to the Training Oversight Committee, a new form was created called the Field Training and Evaluation Program Survey Response form (CPD-21.265). These minor revisions will not affect the preliminary compliance status already attained. The S11-02-01, Field Training and Evaluation Review Board directive did not require any updates to maintain preliminary compliance already attained for consent decree ¶312.

FTO/PPO Quarterly Surveys

- *Relevant consent decree paragraphs: 304, 313, 314, 315*

The Bureau of Patrol provided the FTO-PPO Surveys. These surveys are submitted quarterly. The FTO-PPO Survey Reports provide a statistical view of the evaluation process. The surveys provide recommendations on improving the FTO program and measuring its effectiveness. In contrast with Academy's training, FTO-PPO Survey Reports help determine gaps in training in need of addressing and/or updating. The survey results also show FTO's ability to maintain and demonstrate their proficiency in managing and mentoring PPOs, allows for a mechanism for PPOs to provide confidential feedback regarding their field training, aggregate PPO feedback on a quarterly basis, document their responses and share such feedback with the TOC, and include suggestions for changes to FTO training and the evaluation process. The quarterly survey demonstrates a systematic approach to gathering and reviewing feedback from both FTOs and PPOs.

FTO Training Compliance Reports

- *Relevant consent decree paragraphs: 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314*

Pursuant to the requirement of the consent decree, the department must select qualified members and train them to become Field Training Officers (FTO). During this IMR period the department opened an application process for FTO,

administered a FTO Exam, selected the members from the Exam, and trained these members to become FTOs. Per the consent decree, 301 & 302 require an application process and selection of qualified candidates for the FTO program. Included in this submitted compliance package, the Field Training Officer (FTO) Employee Resource Application for Job Opportunity, FTO application and exam process & FTO assignment after completing the FTO Program.

FTEP Annual Report 2024

- *Relevant consent decree paragraphs: 298, 299, 300, 301, 305, 306, 307, 308, 312, 314, 315, 316*

The Field Training and Evaluation Report is annually produced and submitted to the TOC and then the Superintendent. The FTES continuously strives to ensure quality FTOs are in place to train, mentor, guide, coach and provide leadership to newly appointed police officers. With mandates detailed in the consent decree, the FTES throughout the 2024 year was able to successfully maintain the 1:1 ratio. By maintaining the 1 to 1 ratio, PPOs received more focused guidance and training from their FTOs.

The FTES also recognized the need to revamp its DOR system. Through focus groups and beta testing with current FTOs in the field, the FTES was able to not only create a more robust DOR system that further details the progression of PPOs in their field cycles but also encompasses the principles of constitutional policing, community policing, the pillar of procedural justice and direct focus on daily field operations. The FTES updated the Field Training Program policy S11-02 and the Field Training Manual. In collaboration with the TSG, FTES created an eLearning for FTOs, PPOs, and field training sergeants to include a handbook for FTOs in the field.

Lastly, the FTES will continue to conduct a detailed analysis of the FTO and PPO quarterly surveys. Through these surveys, the FTES identifies and closes any gaps between classroom instruction and field application. The FTES appreciates the feedback from both the FTOs and PPOs and look forward to enhancing the field training program through a collaborative effort across all department bureaus.

Pre-Service Promotional Training for Lieutenants

- ***Relevant consent decree paragraphs: 330, 331, 332, 333, 334, 335***

The Reform Management Section submitted the Pre-Service Promotional Training for Lieutenants for this reporting period. The training consists of a total of 152 hours, with 102 hours identified as foundational courses designed to establish a baseline of leadership, supervisory, and operational knowledge for newly promoted lieutenants. The remaining hours are comprised of CPD enhancement courses that further expand on department-specific expectations and strategic priorities.

The Training and Support Group is currently conducting a comprehensive audit of the training program to ensure alignment with current department policies, industry best practices, and input from subject matter experts (SMEs). Foundational courses are being submitted in batches for review and revision to ensure content is accurate, relevant, and reflective of the scope, responsibilities, and leadership role of a CPD lieutenant.

This pre-service program is structured to deliver consistent, high-quality instruction that prepares newly promoted lieutenants to lead with accountability, professionalism, and a clear understanding of their command responsibilities.

Pre-Service Shadow Days Assignments for Sergeants and Lieutenants

- ***Relevant consent decree paragraphs: 335, 336***

The Reform Management Section submitted the Pre-Service Shadow Days Assignments for Sergeants and Lieutenants to highlight some of the field training components for newly promoted supervisors and the structure for selecting which supervisors will be shadowed.

2024 Annual Training Report

- **Relevant consent decree paragraphs: 272, 273, 274, 276, 277, 278, 283, 292, 326, 327, 328**

Annually, as pursuant to ¶292, The Training Support Group presents the Annual Training Report to the Training Oversight Committee (TOC). The intent of this report is to inform the TOC and the Superintendent of the trainings slated to occur during 2024.

2025 Q1 Training Survey Report

- **Relevant consent decree paragraphs: 271(h), 286, 287**

The Quarterly Training Survey Report is a new initiative from the Quality Control Section of the training division. The newly introduced Training Division Instructor Evaluations - Pilot Program mandates a process wherein evaluations, to include survey comments, are forwarded by each section (Operations for Recruit Training, In-Service, and Career Development for Pre-service) to the Quality Control Section. This program also mandates a year-end review to identify issues or trends to inform the annual Training Needs Assessment. The Quality Control section has undertaken the quarterly review to provide a timelier report regarding these survey results so that issues may be remedied as needed, innovative or effective practices may be reinforced, and instructors may be selected for support. This may take the form of remedial instruction due to identified issues; or recognition for exemplary service through praise, awards, or special duties or training.

TOC Meeting Minutes

- **Relevant consent decree paragraphs: 270, 271, 272, 273, 274, 275, 276, 278, 315, 316, 318, 323, 326, 327, 412, 413, 414**

The Reform Management Section submitted the Training Oversight Committee (TOC) Meeting Minutes for meetings that took place during IMR-12. The TOC meeting minutes is a recurring submission as a result of monthly meetings being set to review and oversee the department's training program.

2 pit bull mix puppies in severe dis

Jerry

Ben



Unable to walk. Extensive abrasions on face, chronic leg and rib fractures. Hind leg was amputated.

Hypothermia, Blunt trauma, chronic healing rib fractures, fractures, anemic (blood l



2025 Training Needs Assessment for 2026 Training Plan

- ***Relevant consent decree paragraphs: 246, 271, 272, 276, 278, 287, 322***

The department submitted the 2025 Needs Assessment report, which is created annually from surveys to provide data and information for the development of the next year (2026) Training Plan. Annually, the Training and Support Group produces the Needs Assessment which is meant to inform on the upcoming Training Plan of the following year.

Training Academy Inspections Response Report 2025

- ***Relevant consent decree paragraphs: 281***

Per our policy U05-01, Unit Inspection and Audits, states the department and supervisory personal will conduct inspections of personnel, facilities, and equipment. On November 26, 2024, and January 28, 2025, the Inspections division conducted an inspection of the Training and Support Group facility at 1300 West Jackson Blvd and the Public Safety Training Center to which they generated a list of observations and recommendations for both locations. This submission consists of a signed To/From Report from the head of the Training and Support Group Deputy Chief Migdalia Bulnes to the Commander of the Inspections Division listing the observations, recommendations, and the corrective actions that the Training and Support Group took in addressing those recommendations ensuring the training facilities offer adequate access to safe and effective training.



Supervision

“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-12

During the IMR-12 reporting period, the department continued its efforts to strengthen supervision across the department by advancing policy, training, and oversight tools that promote lawful, effective, and accountable policing. These efforts support the goals of the consent decree's Supervision section, which emphasizes the importance of leadership, mentorship, and timely intervention to prevent and correct adverse officer behavior.

One of the most significant developments this period was the submission of the draft Performance Evaluation System (PES) Policy E05-01 to the IMT. This new directive establishes a department-wide evaluation framework for both sworn and civilian members below the rank of Superintendent and serves as the foundation for implementing performance evaluations across all units. The department also made substantial progress in developing the digital platforms that will support both PES and the new Digitized Supervisor Log.



To support internal communication and officer wellness, we integrated its internal newsletters into the Cordico Wellness App and began formalizing this practice through policy S11-10. Additionally, we enhanced its Tableau Dashboard through its ongoing partnership with Clarity Partners, including the integration of Priority Response Team (PRT) data to improve real-time supervisory insights.

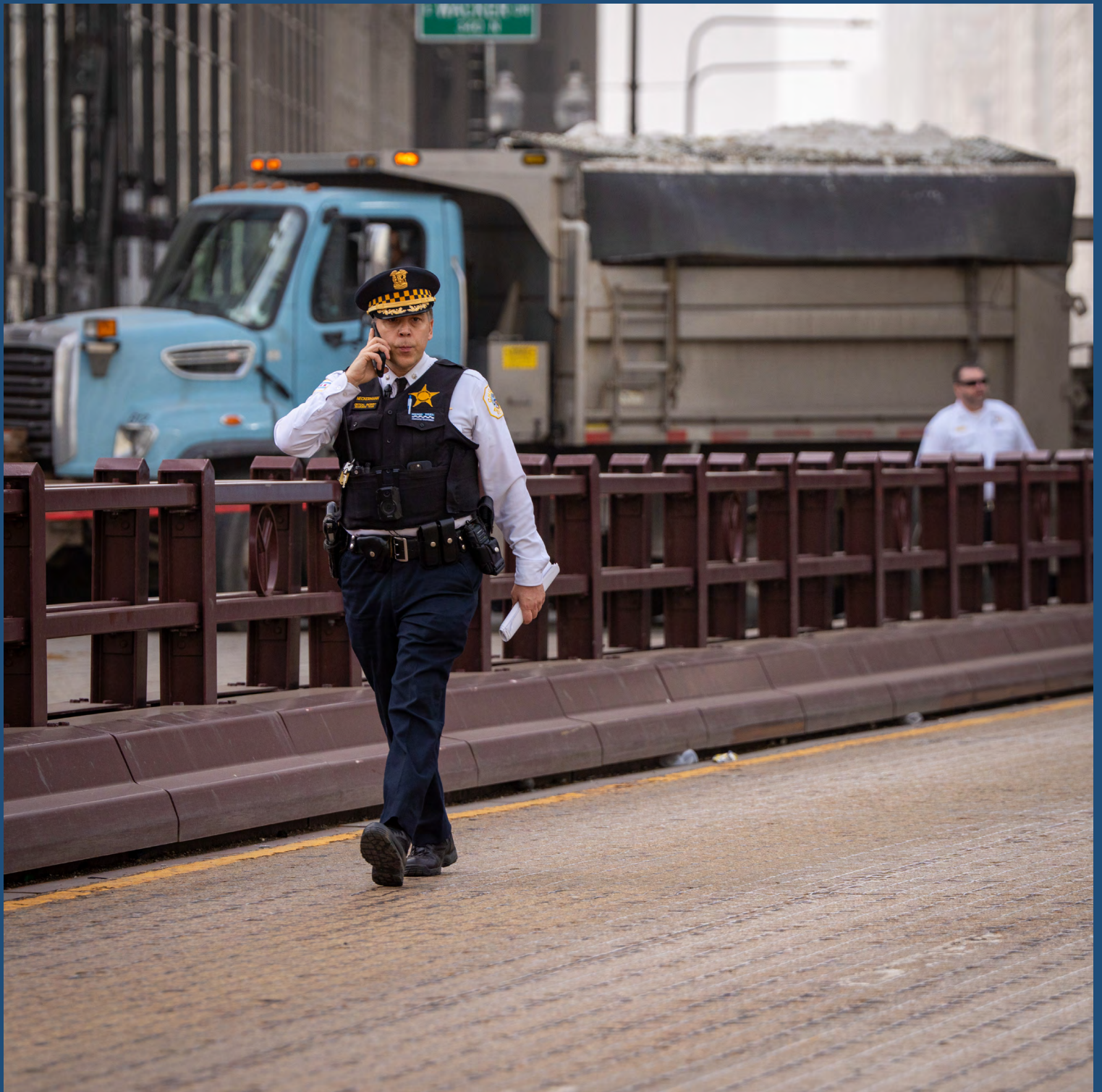
The department also received a no objection letter from the IMT for the 2025 In-Service Supervisors Training, marking a key milestone in strengthening supervisory development. Furthering this effort, we created a formal Unit of Command/Span of Control training program for pilot districts. This comprehensive training emphasizes accurate recordkeeping in the CLEAR system, explains the principles of sector integrity and the consent decree, and reinforces the importance of Unity of Command and Span of Control.

These advancements reflect our continued commitment to building a strong supervisory foundation that supports officer accountability, leadership growth, and the department's broader reform goals.

E05-01 Performance Evaluations of All Sworn and Civilian Department Members Below the Rank of Superintendent

- *Relevant consent decree paragraphs: 369, 370, 371, 372, 373, 374, 375, 376*

The Research and Development Division continues to work in the program of the draft Performance Evaluation System. With this submission, we are Merging Sworn and Civilian Program Directive serves as the department's official notice regarding the creation of the updated draft Performance Evaluation System. The system has been revised to incorporate best practices identified through nationwide research, including updated evaluation dimensions, ratings, processes, and systems procedures. The document was prepared by the Research and Development team. The department is pursuing a more comprehensive, citywide performance evaluation framework for all sworn and civilian members below the rank of Superintendent. This effort ensures continued compliance with the above indicated paragraphs.



CPD Newsletters

- ***Relevant consent decree paragraphs: 350***

The Office of Constitutional Policing and Reform continued the re-occurring submission of CPD Newsletters. As part of IMR-12 and demonstrating maintained compliance with ¶ 350, the department produced documentation for 2025 Q1 and Q2 newsletters which are delivered to each department member via department e-mail on a monthly basis.

Watch Application PowerPoint Screenshots

- ***Relevant consent decree paragraphs: 359, 360, 361, 362, 363, 364, 365, 366, 367***

The Reform Management Section provided a re-occurring submissions that has been discussed on monthly meetings. It consists of multiple slides providing screenshots of the watch application for one of our Districts.

Unity of Command and Span of Control Tableau Dashboard Screenshots

- ***Relevant consent decree paragraphs: 362, 363, 364, 367***

The department provided the Unity of Command and Span of Control Tableau Dashboard screenshots for Q4 of 2024 and Q1 of 2025. These help to demonstrate that the department has developed a system of protocols that accommodates both day-to-day and long-term basis in determining if field units on each watch, in each patrol district, meet the requirement for Unity of Command and Span of Control. Further, the department has made updates to the Dashboard to include the Working Summary tab, Member Absence Summary tab, and the inclusion of the 4th Watch.



Officer Wellness and Support

“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-12

During the IMR-12 reporting period, CPD strengthened its internal collaboration and oversight by establishing weekly in-person meetings between the Officer Wellness Section and the Professional Counseling Division (PCD). These meetings are designed to bridge operational gaps between the units and ensure consistent service delivery. In addition, weekly and bi-weekly discussions with Chief Deck Brown helped drive continued progress on consent decree compliance related to officer wellness. These ongoing conversations have been instrumental in achieving deeper levels of compliance and alignment across wellness programs.

The department also resolved longstanding contractual delays and successfully launched the Column Case Management system across applicable platforms, including The Wire. This integration enhances the department's ability to track counseling services and member support efforts in a secure and structured manner.

The Chaplains Unit expanded with the hiring of Chaplain Yanez, bringing the team to seven chaplains. The department updated Standard Operating Procedure 20-01 and submitted chaplain training records to the IMT for review. Additionally, PCD began submitting regular monthly and quarterly reports detailing employee assistance program (EAP) referrals, services, and accomplishments. These reports responded directly to a gap identified by the IMT in IMR-11, when previously requested data had not yet been provided.

To build a long-term foundation for officer wellness, we developed a series of strategic documents and assessments. These included the 2025 Officer Wellness Support Plan, which outlines wellness priorities for the coming years; the 2025 Suicide Prevention Strategy, focused on reducing officer suicides; and the 2025 Officer Wellness Communication Strategy, which emphasizes outreach, stigma reduction, and improved access to resources. We also produced the 2025 Officer Wellness Annual Report to the Superintendent and the 2025 Wellness Needs Assessment Summary Report, both of which provide data-driven insights into current program effectiveness and evolving member needs.

The department also undertook several audits and internal evaluations to enhance accountability and transparency. We collected officer feedback through a QR code survey assessing satisfaction and accessibility of EAP services. Directive E06-01 was revised in March 2025 to include new confidentiality signage and to implement a HIPAA-compliant platform for secure notetaking.

Additional audits included an annual review of the Traumatic Incident Stress Management Program, focusing on tracking member participation and proper use of attendance codes, and an audit of the administrative duty process following qualifying firearms discharges, in accordance with G03-02-03. Lastly, we submitted documentation demonstrating full implementation of the peer support program under §404, confirming that sufficient resources have been allocated to ensure the program's long-term sustainability.

We remain committed to advancing its officer wellness efforts through strategic planning, improved data systems, and continuous engagement with department members. These initiatives represent important steps in supporting the holistic well-being of officers and ensuring they are prepared to serve the community with resilience and care.



E06-01 Professional Counseling Division

- ***Relevant consent decree paragraphs: 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 400, 401, 402, 403, 404, 414***

The Research and Development Division submitted the E06-01, Professional Counseling Division directive revisions. After conducting a review of the directive to evaluate whether the directive continues to provide effective guidance and direction, the Research and Development Division in consultation with the Professional Counseling Division determined that the directive needed some minor revisions which would not affect the preliminary compliance status already attained.

U05-02 Department Equipment and Property Control System

- ***Relevant consent decree paragraphs: 415, 416, 417, 418***

The Research and Development Division submitted the published directive U05-02, Department Equipment and Property Control System as part of compliance recognition. This policy is intended to outline the responsibilities and procedures for inventory control, obtaining department equipment, technical assistance for department equipment, and surplus equipment.

PCD EAP Accomplishments and Activities, Month-to-Month Trend Analysis of EAP Service Usage, and EAP Referrals

- ***Relevant consent decree paragraphs: 381, 382, 383, 384, 389, 394, 406***

To support ongoing compliance with the consent decree, the Professional Counseling Division (PCD) submitted the Employee Assistance Program (EAP) Accomplishments and Activities Month-to-Month Trend Analysis for 2025 Quarter 1 (January-March). These reports provide anonymized data and insights on service usage across department

members and their families, helping guide improvements in service delivery and resource allocation. This submission supports multiple compliance areas highlighting patterns of engagement with EAP services and demonstrates how our department tracks, analyzes, and responds to wellness needs.

The submission also supports the ongoing implementation of the Officer Support Systems Plan. It reflects CPD's data-driven approach to aligning mental health and wellness services with professional standards and the evolving needs of its workforce.

2025 Crisis Intervention-Wellness Training

- *Relevant consent decree paragraphs: 37, 106, 126, 133, 134, 165, 176, 243, 381, 386, 402, 407, 408, 409, 410, 412, 413, 414, 437*

The 2025 Crisis Intervention and Wellness training is part of the department's annual in-service training suite, fulfilling 8 of the required 40 training hours for all sworn members, delivery of this training started to take place during IMR-12. The initial lesson plan was developed in August 2024, with feedback provided by the IMT and the OAG in September 2024. In response, the department submitted revisions in November 2024, followed by additional feedback from both entities in December 2024. Based on this input—as well as suggestions from CPD instructors and member surveys—minor adjustments were made to the training sequence, language, and structure, including the addition of scheduled breaks. The department remains committed to incorporating stakeholder feedback to deliver comprehensive and responsive training that supports officer wellness and crisis intervention practices.

Recruit BLE Stress Management Training

- *Relevant consent decree paragraphs: 412, 414*

The final production of the Recruit BLE Stress Management training was submitted by the Training and Support Group during this reporting period. This training is part of the Basic Law Enforcement (BLE) Curriculum mandated by the Illinois Law Enforcement Training and Standards Board (ILETSB). This is an 8-hour instructional block that is intended to be spread out over the course of several weeks during recruit training. This Recruit Stress Management Training is a companion piece to the Recruit BLE Officer Wellness Training. Additionally, the training involved mental

health professionals, as feasible, practical and appropriate in developing and reviewing recruit and in-service on stress management, alcohol and substance abuse, officer wellness, and the support services available to our CPD Members. Along with ensuring that CPD members are provided in-service training on stress management, alcohol and substance abuse, and officer wellness in the recruit training program.

2025 CPD Chaplains Completed Training Records

- *Relevant consent decree paragraphs: 406*

The department submitted documentation that all of the Chicago Police Department Chaplains were enrolled and completed the required training as mandated by the Chaplains SOP 20-01.

Documentation of ICIOT Attendance Records

- *Relevant consent decree paragraphs: 409, 410*

The Professional Standard and Compliance division provided documentation of members for a specific timeframe of April 2024 – March 2025 that have attended the Critical Incident Overview Training and Individualized Critical Incident Overview Training. CPD members are required to attend a two-day training course when involved in a “Firearm Discharge”.

IMR-11 CPD PCD EAP Referrals

- *Relevant consent decree paragraphs: 381, 382, 383, 384, 389*

The Reform Management Section provided data of the Chicago Police Department Professional Counseling Division Employee Assistance Programs internal and external referrals of the Clinicians, Alcohol and Drug counselors, as well as Peer Support for IMR-11 (July 1, 2024 through December 31, 2024). The information was specifically requested by an Associate Monitor during a monthly meeting. Moving forward the data will continue to be provided to the

Independent Monitoring Team on a quarterly basis. This submission demonstrates the department continued efforts to provide the best support services to civilian, sworn members and their families. The analysis provides valuable insights into the trends of the Professional Counseling Division Employee Assistance Program referrals. The obtained data has provided a roadmap for the department to glean patterns and ways to improve services that align with industry's best practices.

CPD PCD EAP Stats

- *Relevant consent decree paragraphs: 381, 382, 383, 384, 389, 394, 406*

The department is submitting the data of the Chicago Police Department Professional Counseling Division Employee Assistance Programs internal and external referrals of the Clinicians, Alcohol and Drug counselors as well as Peer Support. The enclosed analysis provides valuable insights into the trends of the Professional Counseling Division Employee Assistance Program Referrals. The referral information will feed into future deliverables for the Officer Wellness section.

EAP Confidentiality Sign

- *Relevant consent decree paragraphs: 396*

The Professional Counseling Division submitted the EAP confidentiality Sign for §396. This ongoing submission shows EAP and our department's continued efforts to promote the confidentiality of all EAP PCD offerings. EAP continues to update its communications to ensure all members are consistently reminded of all services and EAP's commitment to confidentiality. This submission shows that this commitment not only comes from EAP, but it is supported by department leadership, including the superintendent of police.



Compliance Recognition for ¶382 and ¶386 CPD Newsletters

- *Relevant consent decree paragraphs: 350, 385, 386*

The department provided its Newsletters from August 2024 through March 2025 to demonstrate full compliance with the requirement to implement and sustain a communications strategy. These newsletters reflect our ongoing efforts to effectively disseminate information, counter misinformation, and emphasize its commitment to the wellness of both sworn and non-sworn personnel. This submission also highlights the department's proactive approach to identifying and addressing topics and issues relevant to its members.

Par. 404 Peer Support IMR-12 Submission

- *Relevant consent decree paragraphs: 404*

The requirements of ¶404 and each of the sub-bullets have been codified in policy E06-01, Professional Counseling Division and as a result this paragraph achieved preliminary compliance. This submission provided documentation of CPD's compliance efforts for each of the sub-bullets (a-g) associated with this consent decree paragraph.

PCD Licensing and Specialties March 2025

- *Relevant consent decree paragraphs: 381, 390, 391, 392, 395*

Pursuant to the consent decree paragraphs the department has expanded the counseling staff from 3 licensed mental health professionals to the current 21-member licensed clinician staff. These clinicians are available for rotating 24-hour support in cases of generalized emergency counseling and also the non-emergency counseling clinicians available as needed.

Included in the submission, was a comprehensive list of all the PCD clinicians licensing details, such as expiration dates, additional languages the clinicians speak, as well as their specialized areas of focus in one or more of the following: post-traumatic stress disorder, domestic violence, alcohol and substance abuse, anger management, depression and anxiety.

Staff Listings of Alcohol and Drug Counselors with Certifications

- ***Relevant consent decree paragraphs: 398, 400***

The Professional Counseling Division submitted the biennial certification records for Alcohol and Other Drug Abuse (AODA) counselors with CADC credentials. At the time of submission, PCD currently had three (3) certified Alcohol and Other Drug Abuse (AODA) counselors with CADC credentials on staff. PCD is continuing to show its commitment to offer high-quality, free, and comprehensive counseling services to all members for alcohol and substance use disorders.

PCD EAP Accomplishments and Activities Overview Month-to-Month Trend Analysis of EAP Services Usage (Q1 January 2025 - March 2025)

- ***Relevant consent decree paragraphs: 381, 382, 383, 384, 389, 394, 406***

The Professional Counseling Division submitted the PCD EAP Accomplishments and Activities Month-to-Month Trend Analysis of EAP Services Usage. This submission outlines a trend analysis of EAP service usage in Quarter 1, from January to March 2025, focusing on various stakeholders such as department members and their families. 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.

This report contributes to the annual reporting obligation of the Professional Counseling Division (PCD) under ¶389, which includes anonymized data on the support services provided to CPD members. Additionally, it supports the

ongoing implementation and refinement of the Officer Support Systems Plan as outlined in ¶381-384 of the consent decree by providing data-driven insights into the usage of support services. This analysis helps ensure that CPD's support services align with mental health professional standards and meet the needs identified in the required assessments.

PCD EAP Referrals Overview Month-to-Month Trend Analysis (Q1 January 2025 - March 2025)

- ***Relevant consent decree paragraphs: 381, 382, 383, 384, 389, 394, 406***

The Professional Counseling Division is submitting the PCD EAP Referrals Overview Month-to-Month Trend Analysis (Q1 January 2024-March 2025). This submission outlines a trend analysis of Employee Assistance Program (EAP) referrals, both internal and external, for Quarter 1 (January 2025 to March 2025) for each section of the Professional Counseling Division EAP. This analysis provides valuable insights into the patterns and trends of EAP referrals, helping to guide future resource allocation, service delivery improvements, and potential areas for further investigation.

This continues to provide ongoing evidence of PCD's commitment to provide its members with the best services to support their needs utilizing internal and external supports. The department also demonstrated offering clinical counseling services, and related programs, to department members. The department offers these services by adhering to members and keeping adequate staffing levels, which allows for a high frequency of meetings and feedback. We prioritize and address the meetings of its members and reports the data accordingly.

QR Code Survey - EAP Services (2025)

- ***Relevant consent decree paragraphs: 390, 392, 393, 394, 395, 396, 398, 399, 400, 401, 402, 404, 406, 418***

Pursuant with the consent decree, the department's Officer Wellness Section has developed a set of feedback questions to evaluate the effectiveness of the Professional Counseling Division's services. These questions will be shared with department members via QR codes at Employee Assistance Centers. Before distribution, they will be reviewed by the IMT and OAG. The feedback will help assess what's working, identify areas for improvement, and ensure the services meet members' needs.

The QR Code Survey on EAP Services is CPD's tool for gathering feedback on the Professional Counseling Division's programs; Including Clinical Mental Health Services, Alcohol and Addiction Services, Peer Support, Chaplains Unit, service accessibility, timeliness, quality, and areas for improvement. It also seeks input from both active and retired department members, as well as their families. Additionally, the survey includes questions focusing on access to exercise equipment at CPD facilities and seeks feedback on wellness initiatives such as Quiet Rooms.

Officer Wellness Communications Strategy

- ***Relevant consent decree paragraphs: 385, 386, 388***

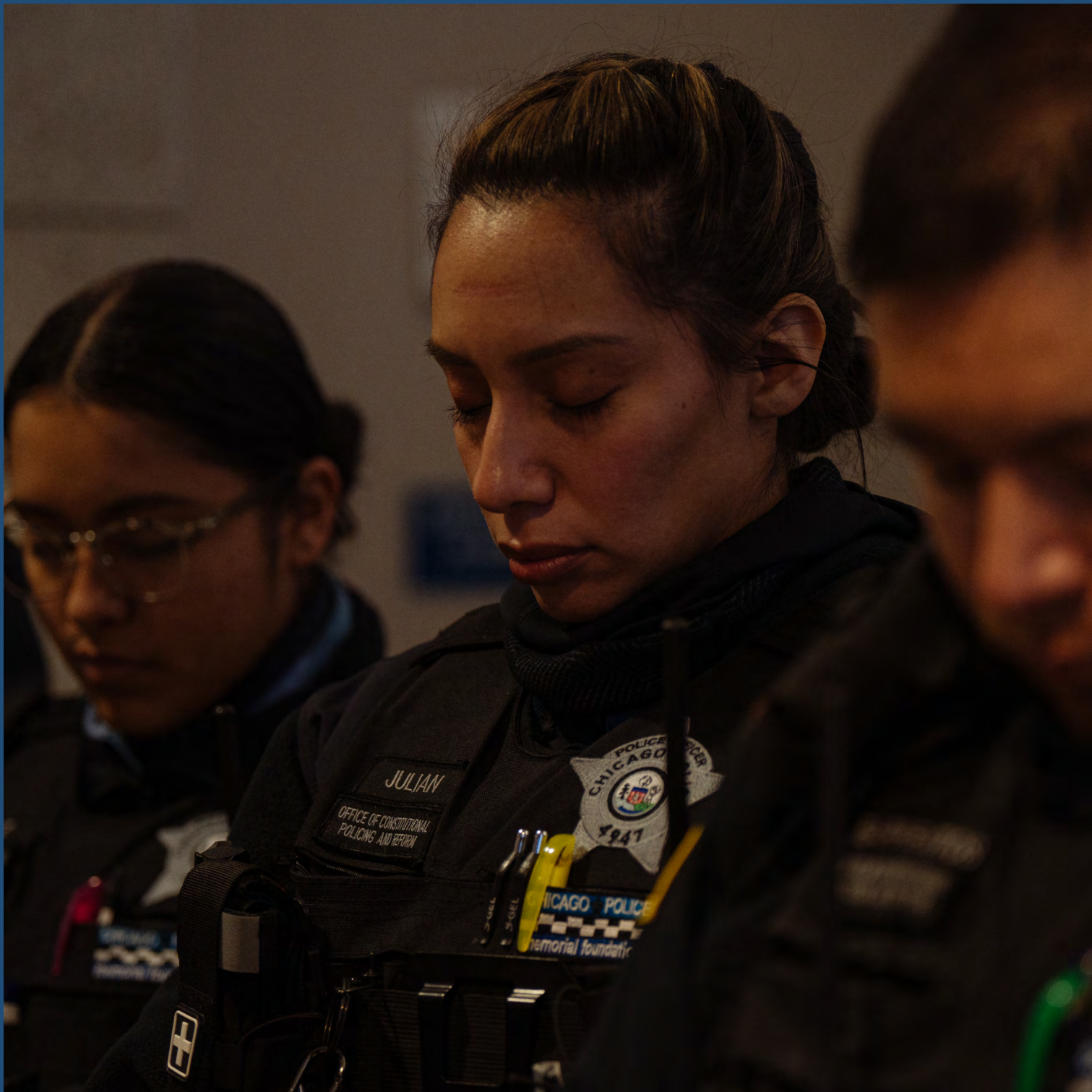
The 2025 Communications Strategy aims to emphasize the department's support of officer wellness, reduce stigma and misinformation surrounding wellness, and inform members of support services available to them, through training, marketing material, and new/existing communication channels. Please note that compliance with multiple paragraphs is tied to this Officer Wellness Communication Strategy, the Support Plan, and the Suicide Prevention Strategy. For this period, the department provided:

- The 2025 Wellness Communication Strategy
- Appendix B 2026 Communications Calendar

2025 Annual Officer Wellness Report to the Superintendent

- ***Relevant consent decree paragraphs: 381, 382, 383, 384, 387, 389, 390, 391, 392, 393, 394, 398, 399, 400, 401, 406***

The Wellness Unit provided the Officer Wellness annual report. This annual report details wellness activities that took place during the 2024 calendar year. This report is for internal use and intended to guide the direction of future wellness programming for all department members. Some of the achievements and accomplishments in 2024 for PCD includes EAP expanding their staff to include clinicians and clinical supervisory staff; the Peer Support Unit increasing their peer support contacts and peer support staff; the Alcohol Assistance Program having a drop in services requested; and the Chaplain unit sustaining their high levels of engagement and outreach.



2025 Wellness Needs Assessment Summary Report

- **Relevant consent decree paragraphs: 382, 383, 384, 385, 386, 388, 391, 399**

We conducted a survey in 2025 to identify Officer and Civilian needs for wellness resources and tools in accordance with ¶382. This survey provided outreach and communication related to wellness services to the department members per ¶385-386. The results of the survey were compiled into the 2025 Officer Wellness Needs Assessment Summary Report. We submitted this report for compliance and will utilize this report to feed the communications strategy, suicide prevention initiative and officer wellness support plan. We will continue a regular cadence of conducting a wellness needs assessment every three years to aide in the production of the officer wellness support plan. Some of the findings contained within the report include members indicating a high level of awareness of EAP services offered, recognizing the value of stress management and wellness training, therapist availability being able to generally meet the demand, as well as strong levels of satisfaction with Chaplain and Peer Support services.

2025 Officer Wellness Support Plan

- **Relevant consent decree paragraphs: 381, 382, 383, 384, 385, 386, 388, 389, 391, 394**

The 2025 Officer Wellness Support Plan was provided for this IMR period. It was submitted as an independent submission from the 2025 Suicide Prevention Strategy, the 2025 Officer Wellness Communication Strategy, and the 2025 Wellness.

The 2025 Officer Wellness Support Plan is a comprehensive plan informed by the 2025 Officer Wellness Needs Assessment Survey. The development of this plan is to be able to address some of the questions from the survey which included topics such as marital tension/ relationship/ divorce, work situation (cancelled days off), financial worries, inability to sleep and mental health issues.

CPD Suicide Prevention Strategy (2025)

- *Relevant consent decree paragraphs: 388*

As an element of the Officer Wellness Support Plan, the department has submitted the 2025 Suicide Prevention Strategy for reducing department member suicides. The strategy will be overseen by a licensed mental health professional working in conjunction with the department command staff. This strategy employs primary suicide prevention approaches, secondary suicide prevention (i.e., Interventions) approaches and tertiary suicide prevention (i.e., Postvention) approaches to address deaths by suicide within the CPD. Recommendations include conducting a needs assessment survey, normalizing seeking help, periodic discussions of the confidential and privileged services offered (delivered via trainings, roll calls, events, etc.), a suicide prevention-post prevention policy, and an officer wellness liaison policy.

Audit of Administrative Duty Following a Qualifying Firearms Discharge

- *Relevant consent decree paragraphs: 409, 410*

The Audit Division provided the Audit of Administrative Duty Following a Qualifying Firearms Discharge to assess compliance with consent decree ¶406 and ¶410 as outlined in G03-02-03, Firearm Discharge Incidents - Authorized Use and Post-Discharge Administrative Procedures. This audit evaluates whether the department has a systematic process to identify all members involved in a qualifying firearm discharge and to ensure appropriate administrative follow-up.

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

- ***Relevant consent decree paragraphs: 407, 408, 411***

The department submitted the Annual Audit of the Traumatic Incident Stress Management Program (TISMP). Under the consent decree ¶¶'s 407, 408, and 411, CPD Members who experience duty-related traumatic incidents are required to complete mandatory counseling and participate in the TISMP within specified timeframes. Annual audits are conducted to verify compliance with these requirements, ensure that proper documentation is maintained, and confirm that department members receive authorization before returning to regular duty. These audits are conducted in accordance with E06-03, Traumatic Incident Stress Management Program and the consent decree.

Received Inventory Audit 2025

- ***Relevant consent decree paragraphs: 415, 416, 417***

The department in collaboration with the Office of Public Safety Administration (OPSA) produced the department Equipment Audit. This was conducted using the auditing standards generally accepted by the City of Chicago. The purpose of the annual audit is to identify potential projects for the upcoming fiscal year. Projects are selected based on our prioritization criteria.

Mental Health Treatment and FOID Card Eligibility

- ***Relevant consent decree paragraphs: 181, 387***

The Training and Support Group submitted the Mental Health Treatment and Eligibility in continued training efforts to demonstrate operational compliance with ¶387 and ¶181 regarding Mental Health Treatment and FOID Card Eligibility. New employees continue to be enrolled in the eLearning program, and we have a 97.87% completion rate for ALL department members (at the time of this submission). The latest group will have until they leave the Academy to complete the eLearning.

Accountability & Transparency

“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-12

The department continues to make progress in strengthening accountability and transparency systems as outlined in the consent decree. Officer accountability for misconduct remains essential to building and maintaining public trust, ensuring officer safety, and supporting a professional and effective police force. During this reporting period, in partnership with oversight agencies such as the Civilian Office of Police Accountability (COPA), continued its efforts to ensure that misconduct complaints are accepted, investigated, and resolved in a fair and transparent manner.

As part of this work, our department and COPA formally established a taskforce to address the requirements of consent decree paragraphs 513 and 514. This collaboration reflects the City's commitment to improving coordination across

agencies to promote clear and timely resolution of complaints. Internally, the department completed training for BIA Intake Division to ensure consistent and professional handling of misconduct allegations from the moment they are received.

In support of accountability-related audit requirements, two distinct audits were completed during the IMR-12 period: one reviewing compliance with 2024 investigation timeframe requirements, and another examining whether disciplinary suspensions were served as required. These audits help the department assess whether it is meeting policy and legal obligations and identify areas where further improvement is needed.

To support ongoing and anticipated compliance with multiple paragraphs of the consent decree, we submitted several IMR-12 deliverables. These included: the 2025 BIA Annual In-Service eLearning Module on the consent decree and applicable laws; the 2025 Crisis Intervention and Wellness Learning Plan; the 2025 In-Service Training Module for completing investigatory files in the Case Management System (CMS); and the 2024 BIA Annual Report. Additionally, we provided the required data submission for ¶446 and produced audio recordings of complainant and officer interviews. These recordings demonstrated that BIA personnel and Accountability Sergeants engaged with complainants and accused members professionally and respectfully, as required. The production included 25 examples drawn from 2024 cases that included interviews from both accused members and complainants.

Further progress was made on ensuring transparency for complainants in the disciplinary process. In March 2025, we implemented an automatic notification feature in the CMS system. When an officer files a labor grievance challenging discipline, the system now automatically updates the case to “Pending Accused Appeal” and triggers a notification to the complainant via email. If no email is on file, the notification is mailed by the assigned member of the Advocate Section. BIA also submitted examples of these notifications as part of its production.

In response to site visit discussions with the IMT and the OAG, we submitted examples of confidential case records to demonstrate compliance with ¶450. Specifically, we identified 28 log numbers from October 2024 to April 2025 that involved allegations reviewed for confidentiality adherence. As part of the department’s commitment to transparency, BIA also updated its Notice of Allegations document to include language from paragraph 450(c), and a sample of this revised notice was submitted to the IMT.

These collective efforts reflect our continued commitment to strengthening investigative integrity, improving communication with the public, and ensuring that complaints of officer misconduct are addressed consistently and in accordance with the consent decree. The department recognizes that public confidence depends on its ability to manage accountability processes with legitimacy, fairness, and transparency.



S03-14 BWC and G03-06-01 Firearm Discharge Policies

- ***Relevant consent decree paragraphs: 236, 237, 238, 239, 240, 241, 488, 489, 490, 491***

The Research and Development Division submitted the updated draft policies of S03-14, Body Worn Camera and G03-06-01, Firearm Discharge and Officer-Involved Death Incident - Immediate Response. The policy revisions included in this production were provided to the IMT and OAG informally via email ahead of the conference with Judge Pallmeyer on March 2025.

S08-01-04 Compliance Package

- ***Relevant consent decree paragraphs: 431, 450, 465, 475, 497, 528***

The Research and Development Division submitted an updated compliance package, which focused on the S08-01-04, Initial Investigatory Responsibilities in Log Number Investigations that took effect on February 28, 2025. This submission had minimal changes as result of feedback received during the public comment period.

S08-01-08 Compliance Package

- ***Relevant consent decree paragraphs: 446, 449, 483, 493, 499, 500, 502, 504, 507, 515, 518***

The Research and Development Division submitted the published compliance package which focuses on the published revised the directive (effective February 28, 2025), S08-01-08, Post-Investigation Log Number Procedures. The revised draft of this policy was produced and received a no objection letter from both the OAG and IMT giving way to the draft being posted for public comments from January 23 - February 9, 2025. The resubmission draft had clarifying language regarding increasing to “forty-five” days the requirement of BIA forwarding survey and inclusion of the survey summary to the BIA Quarter 2 and Annual Reports.

BIA Onboard Training: Member Interviews

- ***Relevant consent decree paragraphs: 431, 450, 465, 468, 475, 497, 528***

The BIA Onboard Training-department Member Interview has been updated to comply more closely with the requirements of the consent decree as well to provide more time for hands-on training for new investigators. This revised 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 two-day extended scenario where new investigators will have to display proficiency in utilizing the Complaint Management System, 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.

During IMR-12 the department provided a response to feedback received from the OAG and IMT on this module. An updated slide deck was included as well as a revised lesson plan per the feedback received. The identified training will be a module given during the Day 2 of the new multi-day onboard training for new BIA investigators and Accountability Sergeants; it is anticipated that this training will begin in IMR-13

BIA Onboard Training: Evidence & Non-Department Interviews

- ***Relevant consent decree paragraphs: 432, 447, 453, 460, 464, 468, 480, 484, 528***

The BIA Onboard Training: Evidence and Non-department Interviews was submitted as it was 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 investigators. 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 assessments, and finally submitting an investigatory report through the CMS training environment.

The Bureau of Internal Affairs also submitted a response to feedback received from the OAG and IMT for this training module. In this submission, the BIA addressed specific feedback, a revised slide deck and lesson plan that incorporates the feedback received.

BIA Onboard Training: Identifying Misconduct and Writing Allegations

- ***Relevant consent decree paragraphs: 464, 465, 528***

The Bureau of Internal Affairs revised the BIA Onboard Training - Identifying Misconduct and Writing Allegations to comply closely with the requirements of the consent decree as well as to provide more hands on-training for new investigators. This revised training consists of a two-day intensive classroom review of the process, protocols, and others 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 assessments, and finally submitting an investigatory report through the CMS training environment.

The department submitted a response and updated material in response to feedback received from the OAG and IMT regarding this module in the IMR-12 reporting period. Updated materials contained a revised slide deck and lesson plan that incorporates the feedback received. The training module will be provided as part of the new multi-day onboard training for new BIA Investigators and Accountability Sergeants.



BIA Onboard Training Sexual Misconduct: Intake and TIRSA Review

- ***Relevant consent decree paragraphs: 528***

The Sexual Misconduct: Intake and TIRSA Review (BIA Onboard Training) was previously submitted. The original submission received a no objection letter from both the IMT and OAG, but the OAG had two points of feedback in its NOL. In response, the BIA submitted a response that consisted of a 202 form that addresses the feedback and shows screenshots of two new slides that have been added to the presentation.

BIA 2024 In-Service and Onboard Training Satisfaction Surveys

- Relevant consent decree paragraphs: 483, 526, 527, 528

The BIA submitted the 2024 Satisfaction Survey Report, specifically related to BIA's In-Service and Onboarding training. This report reflects feedback from department members following their completion of either the In-Service or Onboarding training.

BIA 2025 Annual In-Service Training eLearning Module: Consent Decree and Law Review

- ***Relevant consent decree paragraphs: 436, 437, 450, 483, 513, 514, 528***

The BIA Presented a new training plan for the 2025 Annual In-Service training to the IMT and OAG on the previous IMR reporting period. IMT and OAG both agreed to this plan which allows all In-Service BIA Investigators and Accountability Sergeants to complete multiple modules of eLearning throughout the year that discusses topics required by the consent decree.

This training supports compliance efforts related to ¶545, for which the department is still working to achieve preliminary compliance. Additionally, the department will produce records showing 95% completion of the 2025 in-service training, including this module, to demonstrate full compliance with ¶527 in IMR-13.

BIA 2025 Annual In-Service Training eLearning Module: Complete Investigatory Files and CMS

- ***Relevant consent decree paragraphs: 438, 477, 483, 486, 505, 506, 507, 508, 509, 515, 528, 552***

The BIA submitted the BIA 2025 Annual In-Service Training eLearning Module: Complete Investigatory Files and CMS (Case Management System). BIA presented a new training plan for the 2025 Annual In-Service training to the IMT and OAG on December 2024. IMT and OAG both agreed to this plan which allows all In-Service BIA Investigators and Accountability Sergeants to complete multiple modules of eLearning throughout the year that discusses topics required by the consent decree.

This training supports compliance efforts related to ¶494, for which we are working to complete one remaining subparagraph in order to achieve preliminary compliance. Additionally, we will produce records showing 95% completion of the 2025 in-service training, including this module, to demonstrate full compliance with ¶527 in IMR-13.

BIA 2025 Annual In-Service Training eLearning Module: Procedural Justice, Implicit Bias and Conflicts of Interests

- ***Relevant consent decree paragraphs: 447, 469, 483, 514, 528***

The BIA resubmitted the 2025 In Service Training eLearning Module: Procedural Justice, Implicit Bias and Conflicts of Interest. This material was submitted previously as part of BIA In-Service Training Module Procedural Justice, Implicit Bias and Conflicts of Interest. The material in the re-submission was later used as part of in-person in-service training curriculum in IMR-9, with the training attendance records produced to help achieve Secondary compliance in a variety of paragraphs. The BIA presented to the IMT and OAG in IMR-11 a new training plan for the 2025 Annual in Service

training. The IMT and OAG both agreed to this plan which allows all In-Service BIA Investigators and Accountability Sergeants to complete multiple modules of eLearning throughout the year that discusses topics required by the consent decree.

BIA 2025 Annual In-Service Training eLearning Module: Complaint Initiation and Affidavit Overrides

- ***Relevant consent decree paragraphs: 424, 425, 426, 427, 428, 429, 431, 432, 435, 436, 437, 440, 462, 477, 478, 528***

The Bureau of Internal Affairs provided the BIA 2025 Annual In-Service Training eLearning Module: Complaint Initiation and Affidavit Overrides. BIA presented to a new training plan for the 2025 Annual In-Service training to the IMT and OAG on December 2024. The IMT and OAG both agreed to this plan which allows all In-Service BIA Investigators and Accountability Sergeants to complete multiple modules of eLearning throughout the year that discusses topics required by the consent decree. The department will be producing 95% completion records of 2025 in-service training (including this module) for full compliance with ¶527 in IMR-13.

Superintendent Responses

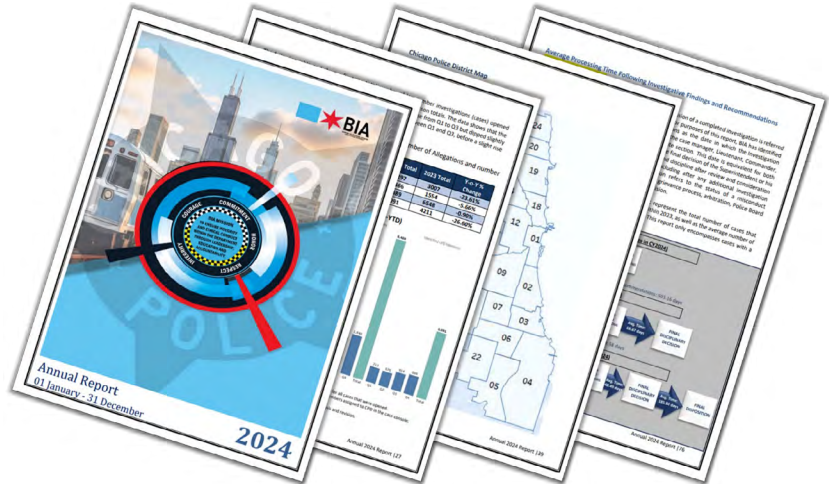
- ***Relevant consent decree paragraphs: 481***

The BIA submitted an example of documentation of a case with criteria of an intake date of 2024 and an incident with a date 5 years or prior to intake date. this was filtered down further to those cases with a data group of “complaint register” and agency filtered to BIA and District.

BIA 2024 Annual Report

- **Relevant consent decree paragraphs: 441, 443, 463, 467, 550, 551**

The 2024 Internal Affairs (BIA) Annual Report was submitted to the OAG and IMT. The 2024 Bureau of Internal Affairs (BIA) Annual Report documents and reports the achievements and actions taken by BIA in 2024. Specifically, the requirements of the consent decree, such as mandatory in-service training, disciplinary history review prior to employment, requirements of signed affidavits, and communicating and evaluating the progress of administrative investigations. This report was electronically published on CPD BIA website on April 2025 pursuant to the requirements of ¶550 & 551 (Link: https://www.chicagopolice.org/wp-content/uploads/BIA-2024-Annual-Report_FINAL.docx.pdf) A link to the report was posted on CPD's Facebook and X accounts for transparency.



Data for Compliance with paragraph 446

- **Relevant consent decree paragraphs: 446**

BIA is provided a random sample of data of 23 closed cases that have gone through the ASR process; of these cases, BIA removed Confidential Cases from the sample as well as anonymous complaints as there would be no assignment letter to anonymous parties. Each sample includes a written Notice of Receipt to each complainant as well as the Administrative Summary Report provided to the complainant after the final disciplinary decision is reached.

As part of the sample, BIA included data detailing the date each investigation was assigned to BIA, when the Assignment Letter was issued, and when the final disciplinary decision was approved. The final disciplinary decision date was based on the completion of the Command Channel Review Process. In one case resolved through mediation, the date the mediation outcome was accepted was used as the disciplinary decision date.

The sample includes both BIA and Accountability investigations. Cases were selected randomly, based on the understanding that investigations are not completed or approved in a specific order. This paragraph supports the distribution of the ASR. A more detailed explanation and analysis of the methodology is included in the submission. Supporting documentation is also provided, listing the number of days between case assignment and the issuance of Assignment Letters, the number of days between final disciplinary decisions and ASR publication, and summary statistics (mean, median, and mode) for both timeframes.

Affidavit Override Examples

- *Relevant consent decree paragraphs: 431, 462*

The BIA submitted examples of the BIA Chief's authority to provide sworn affidavit overrides for COPA investigations pursuant to S08-01-08 and any applicable collective bargaining agreement.

Confidential Cases Examples

- *Relevant consent decree paragraphs: 450*

Based on discussions during site visits in IMR-12, BIA, IMT and OAG agreed to submit examples of allegations that did not violate confidentiality provisions in order to demonstrate compliance with ¶450. There were 28 confidential log numbers with an intake open date between 01 October 2024 and 24 April 2025. Additionally, BIA agreed during the site visits to add subparagraph 450(c)'s language into the Notice of Allegations. A real example of the updated Notice of Allegations, with 450(c)'s language added, is included in this production.

Allegation Findings Examples

- *Relevant consent decree paragraphs: 467*

As per ¶467, it states that for each misconduct investigation allegation that BIA / the districts will identify and recommend one of four findings: Sustained, Not Sustained, Unfounded, Exonerated. This submission included examples of cases that resulted in each of the four findings, with each finding consisting of 10 examples (40 total). The methodology involved using an extract of cases by finding(s) within the specified timeframe. BIA Records section searched for cases that were closed between January 1, 2024 and May 7, 2025. Cases were selected at random (favoring later dates) to ensure a representative sampling. Some cases may involve more than one member, but at least one individual in each example will reflect the specific finding category requested.

Labor Grievance Notice Examples

- *Relevant consent decree paragraphs: 449*

BIA Provided examples of the notifications provided to complainants when an officer elects to file a labor grievance relating to discipline imposed as a result of the complaint. These were compiled from various Cases' Notes Report. On March 2025, an automatic grievance notification in CMS went into effect. When a member files a grievance under his/her bargaining agreement, the CMS status is automatically changed to "Pending Accused Appeal" which triggers an automatic email notification to the complainant. If not email is supplied, a member of the Advocate Section within BIA assigned to the case will be notified and send a letter via USPS.

Links to Public Facing Website / Administrative Summary Reports

- ***Relevant consent decree paragraphs: 424, 425, 426, 429, 435, 438, 439, 454, 486, 499, 500, 502***

Our department submitted an updated package to support transparency and compliance efforts. This submission builds on a previous data portal submission by including links to public-facing websites and portals, along with screenshots demonstrating how investigations are logged and tracked. It introduces a new link to the BIA's public-facing Administrative Summary Report (ASR) index, which features finalized ASRs. The submission also included examples and screenshots of both finalized and draft ASRs, highlighting administrative findings and redactions. Additionally, it provided information on how to file a complaint and illustrates how complaints are logged and tracked through the public system. A link to the BIA dashboard was also included to offer further insight into internal investigations. This comprehensive submission reinforces our commitment to transparency, accountability, and public engagement.

Department Member Interview Records for BIA and Accountability Sergeant Interviews

- ***Relevant consent decree paragraphs: 452***

BIA submitted data relating to ¶452, which requires that department members cooperate with investigations, including appearing for an interview when requested. This data set includes information from 31 interviews conducted by BIA members taken from a randomized list of 713 interviews conducted at BIA since January 2025. The data was collected through the application BIA uses to track bookings of the interview rooms, which all BIA investigators must use. Also included are scheduled statements from 5 Accountability Sergeant interviews. This sampling was recommended by the IMT, and CPD filtered the data accordingly.

Audit of 2024 Investigation Timeframe Requirements

- ***Relevant consent decree paragraphs: 446, 471, 472, 474, 477, 498, 500, 553***

The Audit of 2024 Investigation Timeframe Requirements report meets the operational compliance levels of ¶553 and ¶477 by providing an annual review of the investigation and disciplinary processes involving complaints investigated by BIA and the districts. The audit verifies that investigations are conducted in accordance with the department's BIA policies and the consent decree, covering completed cases and disciplinary recommendations. Furthermore, it supports the department's commitment to investigate all complaints, including anonymous ones, ensuring transparency and accountability. We publicly share audit findings, maintaining confidentiality by redacting personally identifiable information. The annual reports are posted online via the Chicago Police website at <https://www.chicagopolice.org/bureau-of-internal-affairs/>

Audit of Suspensions Served

- ***Relevant consent decree paragraphs: 515, 550***

The Audit Division submitted the Audit of Suspensions Served Report. The report assesses the extent to which suspension penalties issued from 01 August 2021 to 31 December 2022 were served, the timeliness with which they were served, and whether the appropriate documentation was maintained in the Case Management System (CMS), in compliance with relevant sections of Special Order S08-01-08 Post Investigation Log Number Procedures. In instances where documentation was not electronically maintained within CMS, paper records were also located and reviewed when possible. The report offers 4 recommendations and suggestions on steps the department can take to improve performance in this area.

Proof of Notifications of Past Deadline Cases

- ***Relevant consent decree paragraphs: 474***

CPD produced a random sample of notifications provided to complainants when investigative findings and recommendations for BIA (BIA Investigator) cases are not reached within 180 days, and when investigative findings and recommendations for District (Acct Sgt) cases are not reached within 90 days. The sample is provided in PDF format for each Log Number/Case, with the Notes Section included as evidence.

The methodology of how the random sample was retrieved and included in the production. The methodology involved filtering both the District and BIA cases to 2024 closed investigations, then filtering further to cases that were open over 90 days for District cases and over 180 days for BIA cases. After filtering, every 10th case was selected for each (every 9th case if the 10th case was confidential). After enacting the methodology, there are 35 examples of notifications for District (Acct Sgt) cases and 16 examples of BIA cases included in this submission. Also included in the submission are metadata spreadsheets that are lists of all District and BIA cases, respectively, with Log No and Case Opened / Closed Dates included.

Audio Recordings of Complainants and Officers Interviews

- ***Relevant consent decree paragraphs: 447***

The Bureau of Internal Affairs submitted supporting material to demonstrate that BIA personnel and Accountability Sergeants communicate with complainants and involved CPD members in a professional and respectful manner. This production consists of audio interview samples from 25 log numbers in which a statement was made by at least one accused member, as well as the responding party/complainant. These examples come from a query that was developed that pulled 2024 log numbers, where templates for accused interviews and/or reporting party interviews were generated (Records section conducted the pull). From those results, BIA manually reviewed each case by checking the attachments to identify which files contained the requested interviews, attempting to go in alphanumeric order, but some randomization occurred since not all cases met the criteria for having the interviews as attachment.



Data Collection, Analysis, and Management

“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 CPD 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.

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-12

Over the course of the IMR-12 reporting period, we finalized and submitted a comprehensive Use of Force Analysis Report and accompanying codebook. This work, conducted in partnership with subject matter experts, reflects a rigorous scientific methodology and analyzes use of force data through a detailed lens. The final report examined patterns and disparities in reportable uses of force, looking closely at demographic factors such as race, ethnicity, gender, age, and



disability status. The analysis also considered situational and geographic variables known to correlate with use of force in prior research. This work satisfies the requirements of § 573 and reflects our growing capacity to conduct internal evaluations that are both methodologically sound and operationally relevant.

Alongside this project, we completed and submitted its 607 Data Systems Plan and an updated applications list, offering a strategic overview of the department's technological infrastructure and future direction. Our department conducted an organization-wide equipment audit, allowing the department to assess and account for the tools and resources used daily by officers across the city.

In support of officer wellness and early intervention, we completed development of its D20-04 Officer Support System pilot. This system is designed to proactively identify officers who may be at risk of experiencing adverse outcomes, such as burnout, stress-related issues, or behavioral concerns, and to connect them with timely and appropriate resources. These efforts reflect a growing commitment to supporting CPD members through data-informed strategies that emphasize prevention and well-being.

Another important development is our continued collaboration with the City on the implementation of a new records management system (RMS). Once the contract for this system is finalized, the department expects significant improvements in how data is collected, stored, and used. This upgrade is projected to have a broad impact on our ability to meet compliance goals throughout the consent decree.

In addition, we submitted a series of Incident Debrief Reviews (IDRs) to the Force Review Board (FRB) for evaluation. These reviews included factual case summaries, video footage such as body-worn camera recordings, and decision-point analyses delivered using the FRB's standardized PowerPoint template. The Superintendent and other members of the FRB reviewed each incident, asked questions, and issued debriefing or training recommendations. Each IDR demonstrated a full feedback loop, with the Training and Review Division identifying appropriate follow-up actions and the FRB confirming that the recommendations were appropriate and should be carried out.

Altogether, our work in IMR-12 demonstrates ongoing progress in building a more modern, transparent, and accountable police department. By investing in comprehensive data systems, strengthening its capacity for analysis, and developing tools to support officer wellness, we are laying the groundwork for sustained reform and improved community trust.

FRB Attendance Records

- ***Relevant Consent Decree Paragraph(s): 577, 578, 579***

The department provided supporting material such as attendance sheets for the FRB meeting conducted from Q4 2024 – Q2 2025. These documents demonstrate FRB members meet to review the required use of force incidents during these time periods.

FRB Incident and Recommendations

- ***Relevant consent decree paragraphs: 577, 578, 579, 580***

The department provided a sample for four IDRs which were reviewed by the FRB. The incident review consists of TRED reporting the facts of the case to the FRB, following the FRB PowerPoint Template to conduct a critical decision-point analysis and advising of relevant recommendations, along with showing relevant video-footage (such as BWC). During this incident review, the Superintendent and other members of the FRB, may ask questions to ensure debriefing or training recommendations are appropriate.

The IDRs provided demonstrated a full feedback loop as it indicates TRED reviewed the incidents; debriefings, trainings or policy changes are identified; and the Superintendent along with the FRB requested the debriefing or recommendation be completed.

CPD Use of Force Analysis Draft Codebook

- *Relevant consent decree paragraphs: 572, 573, 684*

The Reform Management Section provided the draft codebook for use of force analysis project in accordance with the requirements outlined in ¶572 and 573. The department sought an outside consultant to develop a scientifically rigorous analysis methodology regarding reportable uses of force and to analyze data to identify patterns and trends in use of force activities by the department with particular emphasis on racial, ethnic, gender, or similar disparities across subpopulations. The proposed project will employ a variety of descriptive, bivariate, and multivariate analytic techniques to identify disparities in the rates and levels of force used against civilians while taking into account relevant subject, officer, situational, and area-level factors predictive of force in previous research studies. The draft codebook was requested by the IMT for analysis of data on latest IMT bi-weekly and monthly meetings.

Compliance Recognition - Use of Force Data - Final Methodology Report

- *Relevant consent decree paragraphs: 572, 573*

The Reform Management Section re-submitted a final methodology report as a Compliance Recognition to demonstrate that it has engaged with a research team to conduct a Use of Force Data Analysis as required by the consent decree. This submission contains the final methodology report for the Use of Force Data Analysis Project which will be undertaken by the retained experts at the Center for Applied Community and Policy Research at the University of Texas at San Antonio.



Use of Force Data Analysis Project Results

- *Relevant consent decree paragraphs: 572, 573*

The Reform Management Section submitted the final Use of Force Data analysis project executive summary and results to demonstrate that it engaged with the research team to conduct the required analysis. This submission contains the final Use of Force data analysis executive summary and results which reviewed and analyzed use of force data in accordance with the requirements outlined in ¶573. The Professors developed a scientifically rigorous methodology regarding reportable uses of force and analyzed data to identify patterns and trends in use of force activities engaged in by CPD while accounting for relevant subject, officer, situational, and area-level factors predictive of force in previous research studies. The analysis examined trends in reportable uses of force, focusing on demographic factors such as race, ethnicity, gender, age, and disability status to identify potential disparities.

Audit Report Use of Force Data

- *Relevant consent decree paragraphs: 569*

The department provided compliance recognitions for ¶569 for the Audit Report Use of Force Data. The objective of the Audit of Use of Force Data report is to identify unreported use of force incidents. As described in the report, the Audit Division reviewed over 10,000 incident/arrest reports from 2022 and identified 30 unreported use of force incidents. Given the low number of incidents found, it concluded that members comply with the department's use of force reporting policy with minimal exceptions. The Audit of Use of Force Data report was created in consultation with leadership with OCPR and incorporated feedback from the IMT.

Investigatory Stops, Protective Pat Downs, Enforcement of Loitering Ordinances

“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-12

During this reporting period, the department continued its formal 627-review process to update policies and forms related to investigatory stops and loitering enforcement. This process, along with deliverables such as the TRED

Year-End Report, the Investigatory Stop Report (ISR) Needs Assessment, and consistent monthly ISR data submissions, reflects our commitment to data-driven reform. Notably, CPD has completed its policy suite on investigatory stops, which has been published to the department's Directives System, with implementation pending.

One of the most critical developments during IMR-12 has been the creation and demonstration of the Universal Stop Application. This modernized tool was developed to improve how officers document investigatory stops. The application underwent rigorous testing and refinement and was reviewed collaboratively with both IMT and the OAG during site visits. These sessions were instrumental in identifying improvements and ensuring the application met both technical and legal requirements. Once implemented, the Universal Stop Application will significantly enhance the accuracy, consistency, and accessibility of stop-related data. This advancement not only addresses key compliance areas across multiple paragraphs of the consent decree but also serves as a foundation for more accountable and transparent police-community interactions.

To ensure successful adoption of the application, we also developed accompanying eLearning modules, including “Police Encounters and the Fourth Amendment” and “Universal Stop Application” training. These educational efforts are integral to the rollout of the new system and ensure that all members are trained on how to appropriately document and manage investigatory stop data. In April 2025, we demonstrated the new application to the IMT and OAG, and in May 2025 submitted its formal implementation plan as required under ¶861. We continue to prepare for department-wide training to accompany deployment of the new system.

Our data transparency efforts have also continued throughout this reporting period. The department has submitted de-identified ISR data on a consistent monthly basis, demonstrating sustained commitment to transparency. In alignment with ¶834 and 839 requirements, we will meet the expectation of publishing two years' worth of investigatory stop data on its public website by June 2025. This resource—available at <https://home.chicagopolice.org/statistics-data/isr-data> - allows members of the public to review enforcement activity and provides a vital layer of accountability.

Overall, our progress in IMR-12 demonstrates a deliberate and collaborative effort to bring its practices into alignment with constitutional policing standards. By developing modern systems, enhancing officer training, and strengthening public access to data, we are taking meaningful steps toward ensuring that investigatory stops, protective pat downs, and loitering enforcement are conducted lawfully, without bias, and with dignity and respect for all individuals.



Universal Stop Application

- ***Relevant consent decree paragraphs: 803, 808, 809, 810, 812, 813, 814, 815, 816, 817, 818, 819, 820, 828, 829, 830, 831, 832, 833, 835, 836, 837, 840, 841, 860, 861, 869, 870***

In April 2024, the department's Fourth Amendment Stop Review Unit (4ASRU) completed a needs assessment pursuant to ¶835 and ¶860(f) on December 2024; 4ASRU assessed the reporting and data collection mechanisms and system for investigatory stops, protective pat downs, and enforcement of the Loitering Ordinances, and sought to identify any equipment, training, or policy concerns. 4ASRU identified the integrated system now known as the "Universal Stop Application" as the most significant material solution to ensure improved accessibility for 4ASRU.

Universal Stop Application eLearning

- ***Relevant consent decree paragraphs: 803, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 828, 829, 830, 831, 832, 835, 836, 837, 840, 860(f), 861, 869, 870***

The department is proceeding with the plan to field the Universal Stop Application and, as the most significant aspect of integration, is preparing to provide comprehensive Universal Stop Application training to CPD members. The proposed eLearning builds upon the policy training being provided to officers in "Police Encounters and the First Amendment" produced on April 2025 to further ensure members have the knowledge and skills necessary to document Fourth Amendment stops accurately, lawfully, and in compliance with department policy.

Police Encounters and Fourth Amendment Suite eLearning

- ***Relevant consent decree paragraphs: 803, 804, 805, 806, 807, 808, 812, 814, 818, 821, 822, 823, 824, 825, 827, 829, 830, 831, 832, 838, 839, 863, 864, 873***

The department submitted the Police Encounters and Fourth Amendment Suite eLearning which includes the following policies and is anticipated to begin delivery in IMR-13:

- G03-08 Police Encounters and the Fourth Amendment
- G03-08-01 Investigatory Stops
- G03-08-03 Reporting Temporary Detentions
- G03-08-04 Department Review of Temporary Detentions
- S10-02 Gang and Narcotics-Related Loitering
- S10-02-03 Gang/Narcotics-Related Enforcement
- R&D Bulletins: CPD Encounters and Fourth Amendment and Suite Summary
- CPD Gang and Narcotics- related Loitering Suite Summary

¶861 Plan

- ***Relevant consent decree paragraphs: 803, 808, 812-820, 828-833, 835, 836, 841, 861, 860***

In April 2024, CPD’s Fourth Amendment Stop Review Unit (4ASRU) completed a needs assessment pursuant to ¶835 and ¶860(f) on December 2024. 4ASRU assessed the reporting and data collection mechanisms and system for investigatory stops, protective pat downs, and enforcement of the Loitering Ordinances, and sought to identify any equipment, training, or policy concerns. 4ASRU identified the integrated system now known as the “Universal Stop Application” as the most significant materiel solution to address our capability gaps.

In 2025, the department will field a fully integrated Universal Stop Application which will address the gaps identified in the ¶835 Needs Assessment. As the most significant aspect of integration, the department will provide comprehensive training through two eLearning modules. Following fielding, this initiative will address our capability gaps by ensuring accurate and reliable reporting for investigatory stops, protective pat downs, and enforcement of the Loitering Ordinances.

CPD Response to Community Recommendations on Investigatory Stops and Protective Pat Downs

- ***Relevant consent decree paragraphs: 865***

The City and the department produced the “CPD Response to Community Recommendations on Investigatory Stops and Protective Pat Down” response letter sent to the community groups: Center on Halsted, Equicity, and Lawndale

Christian Legal Center in response to recommendations received. As required by §865 requires the department to comply with the collaboration of the City, ACLU, and the Consultant to develop a thoughtful community engagement through the creation of community organizations to engage individuals to develop recommendation regarding our investigatory stops and protective pat down practices. The Monitor is to publicly report on these recommendations and the department's response, and will further make recommendations as to the departments ability to adapt elements of this model to community engagement. The department will consider the results of the Monitor's report in developing future community engagement processes.

Know Your Rights Tips

- *Relevant consent decree paragraphs: 866*

As part of our ongoing commitment to transparency, public education, and compliance with the consent decree, the Chicago Police Department submitted updated materials for the “Know Your Rights” (KYR) Tips Series. This series is designed to inform community members about their rights and responsibilities during various interactions with law enforcement, helping to build trust and ensure accountability.

The KYR materials address key scenarios where individuals may encounter police, providing clear, accessible guidance:

- Stopped in a Car – Outlines rights and responsibilities during traffic stops, with a focus on respectful interactions, bias-free policing, and how to file a complaint.
- At Home – Explains when police may legally enter a residence, the role of warrants, and how to report potential rights violations.
- Investigatory Stops – Clarifies the definition of investigatory stops, the legal standard of reasonable suspicion, and protective pat-down procedures, while emphasizing the right to a receipt and complaint options.
- Stopped on the Street – Describes the legal basis for stops, frisks, and detentions, reinforcing protections against discrimination and the right to remain silent.

These resources were submitted along with a Know Your Rights Summary of Work and are part of a broader effort to enhance procedural justice and empower the public with knowledge. By promoting awareness of legal protections

and complaint processes, the KYR Tips Series supports the department's efforts to foster transparency, equity, and community trust.

ISR Monthly Data

- ***Relevant consent decree paragraphs: 834, 839***

Since June 2023, CPD has been producing de-identified statistical data derived from ISRs and Stop Reports, in compliance with the stipulations outlined in ¶834 and 839. This is a re-occurring submission which takes place on a monthly basis and further demonstrates CPD is collecting, maintaining, and posting this data on the website. In adherence to these requirements, we have consistently maintained and published the statistical data as specified by the IMT.

Representative Sample Monthly Data

- ***Relevant consent decree paragraphs: 856, 858***

The department continues to provide this re-occurring submission containing the representative sample monthly data. This submission offers a detailed analytical assessment of the data captured within the 3% representative sample. It thoroughly examines how the sample aligns with the broader Investigatory Stop Report (ISR) population, including statistical evaluations to ensure its accuracy and reliability. The analysis covers demographic and geographic distributions, as well as comparisons across districts, gender, and racial categories. By validating the sample's representativeness, this submission supports the reliability of insights drawn from the sample data for strategic decision-making and operational evaluation. The department also demonstrates that the subset of investigatory stops and protective pat-downs reviewed is demographically, and geographically, representative of community members stopped by CPD officers throughout Chicago.

**This concludes the IMR-12 reporting period (January 1, 2025, to June 30, 2025).
The next semiannual report, Independent Monitoring Report 13,
will cover July 1, 2025, to December 31, 2025.**

