



CITY OF CHICAGO
OFFICE OF INSPECTOR GENERAL

Public Safety 2025 Outlook on Police Oversight and Accountability

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Draft

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I | Vision

The Public Safety section of the Office of the Inspector General (OIG) works to improve the effectiveness, accountability, and transparency of the Chicago Police Department (CPD) and Chicago's police accountability agencies, and to transform the critical relationship between CPD and the communities it serves. The Public Safety section does this by conducting independent and objective evaluations, inspections, and reviews of the operations of CPD, the Civilian Office of Police Accountability (COPA), and the Police Board. These inquiries are designed to promote constitutional, community-based policing, as well as a transparent, accessible, and fair system for police accountability and discipline. Based on robust community and agency engagement, along with a focus on the appropriate use of data and technology, the Public Safety section identifies long-term, systemic reform opportunities, thereby improving the fairness and effectiveness with which public safety services are delivered for the safety of all of the City's neighborhoods.

II | Strategic Priorities

OIG is an independent, nonpartisan oversight agency whose mission is to promote economy, effectiveness, efficiency, and integrity in the administration of programs and operations of City government.

By ordinance, the Public Safety section's inquiries are focused on the policies, practices, programs, procedures, and trainings of CPD, COPA, and the Police Board, with respect to constitutional policing, discipline, use of force, and CPD's integrity, transparency, and relationship with City residents. Additionally, the Public Safety section is charged with studying police disciplinary investigations and hearings, including examining the fairness and consistency of discipline and whether individual misconduct investigations are complete, thorough, objective, and fair. MCC § 2-56-230.

The Public Safety section's distinctive value within the City of Chicago's public safety oversight system derives from its long-term, systemic perspective on necessary reforms, direct access to and utilization of City data systems, deep institutional knowledge of City operations, and position of independence from all other components of City government.

Informed by specific obligations derived from its ordinance, coordination with stakeholders, input from CPD members and members of the public, and long-standing institutional knowledge of the core public safety challenges in Chicago, the Public Safety section has adopted the following strategic priorities to guide its work:

1. Improving CPD's administrative, managerial, and operational competencies to render it more effective in the performance of its critical public safety functions and more efficient in its administration.
2. Ensuring transparency, diligence, fairness, consistency, and timeliness in the police discipline and accountability system.
3. Ensuring that Chicagoans' constitutional and civil rights are sufficiently and equitably protected in all aspects of public safety operations.

Public Safety section projects are chosen in consideration of their potential to add distinct value within Chicago's public safety oversight system and to drive lasting, systemic improvements. In addition to those projects described above, recent and current areas of inquiry include:

- CPD's Gun Offender Registry
- CPD's Latent Print Unit
- CPD's Homicide Investigation Process
- CPD's Civil Rights Unit
- Relief of a CPD member's police powers
- Intimate Partner Violence by CPD members
- CPD Officer Retention
- Scoop and Run Procedures

OIG is also committed to its ongoing work of making City and CPD data publicly available, transparent, and useable through its [Information Portal](#) and accompanying analytical products.

III | Potential Projects for 2025

The following projects are under consideration for 2025. They are listed below in categories corresponding to the Public Safety section's strategic priorities listed above: (A) CPD operational competence; (B) discipline and accountability; and (C) constitutional policing.

The list of projects below is intended to serve as a guiding document and is subject to change. The Public Safety section may initiate other projects over the course of the year and the section may not undertake each of the listed projects in 2025. Circumstances may arise during the year which prompt the section to undertake new, higher-priority projects, reduce the priority of a planned project, or terminate a project if OIG determines that further work will not bring substantial benefit to the City. Additionally, some topics listed below may be deferred to following years.

Potential projects are developed from a variety of sources, including input from community members, CPD members, and OIG staff. In spring of 2024, OIG launched a series of Listening Tours designed to gather community input on where OIG should focus its attention in 2025. OIG reached across the City's neighborhoods, on busy commercial corridors, train platforms, at community events, and more, with an individual, "person-on-the-street" approach designed to put OIG in direct conversation with as many people as possible, to know what problems in City government most impact Chicagoan's daily lives. The potential project topics that include feedback from Listening Tours are identified within the respective projects.

The Annual Outlook is drafted in consultation with the Inspector General, senior OIG staff, and Public Safety staff, with final approval by the Inspector General. OIG publishes a draft of the Annual Outlook for public comment each year.

To indicate preferences on proposed projects and provide comment on this year's draft Outlook, please complete OIG's 2025 Annual Plan Community Feedback Survey, found at <https://igchicago.org/2025draftplan>, by January 31, 2025. With consideration of the feedback survey and public comments, OIG will then review, update, and publish the final Outlook.

A | CPD's Operational Competence

1. CPD Clinical Counseling Services

Background and Rationale

In the line of duty, police officers often encounter high stress and traumatic experiences. Officer wellness programs and mental health services are integral to keeping officers and communities safe. The Employee Assistance Program (EAP) is a component of CPD's Professional Counseling Division (PCD). The EAP is a confidential counseling program available to Chicago Police Department members, retirees, and their families. This project seeks to gauge the resources, staffing, and usage of EAP. Due to the confidential nature of these services, this project will not examine any counseling documentation, or request the identity of members who seek services.

Potential Objectives

- How does PCD engage members, families, and retirees to ensure they are aware of counseling services available and how to obtain services?

- How does PCD demystify its services and address potential stigma? For example, how does PCD educate members on the confidential nature of services?
- How does PCD reduce barriers for those seeking services? For example, does PCD schedule counseling sessions in adherence to the timelines established in CPD policy?
- How many counselors are in PCD and what is their caseload?
- What information does PCD provide to members in Academy and in-service trainings? What is the frequency? How does PCD solicit feedback from members?

2. CPD's Early Intervention and Officer Wellness Systems

Background and Rationale

The early intervention and officer wellness systems are designed to detect early warning signs of potential stress, trauma, or behavioral challenges that may affect officer performance or lead to adverse incidents. As noted in Independent Monitoring Report (IMR) 9, CPD has outlined plans to merge the Officer Support System (OSS) with existing legacy intervention systems to create a streamlined and unified early intervention framework with the intent to consolidate multiple concurrent systems—such as the Unity of Command and the Performance Evaluation System—into one comprehensive tool for monitoring and supporting officer well-being. This project would focus on: (1) the development and implementation of comprehensive early intervention systems within CPD that seek to promote officer wellness, reduce instances of misconduct, and proactively identify officers in need of support; and (2) CPD's current intervention strategies to examine how best practices from other non-disciplinary systems can be integrated into CPD's broader officer wellness framework.

Potential Objectives

- What is the current state of CPD's early intervention systems?
- What is the role of technology and advanced algorithms in identifying officers at risk?
- How do early intervention systems impact officer well-being and the reduction of subsequent misconduct?

3. Gender Representation and Equity

Background and Rationale

Research has shown that female police officers are associated with less use of force, fewer civilian complaints and supervisor reports of misconduct, and have improved outcomes for crime victims such as higher arrests and clearance rates for sexual assault cases. Nevertheless, women have been historically underrepresented in the law enforcement profession. CPD is one of many participating police agencies in the 30x30 Initiative, with the goal to increase the representation of women in police recruit classes to 30% by 2030. Currently, female sworn members make up 27% of CPD's sworn workforce, which is higher than the 12% U.S. average. This project would examine the representation of female members across CPD units and functions as well as within each rank. Additionally, this project would identify issues most significant to female CPD members, and which CPD policies, trainings, or initiatives advance gender equity in the Department.

Potential Objectives

- What is the representation of female CPD members within the Department; what units have the highest and lowest representation?
- What is the representation of female CPD members across ranks and within leadership?
- What are some of the experiences of female CPD members?

- What are some issues faced by female CPD members on the job?
- How do CPD trainings, policies, and initiatives address the issues female members experience or advance gender equity?

4. Community and Youth Relations

Background and Rationale

Community policing refers to a collaboration-focused approach to crime prevention, including community members and the police. CPD's pillars of community policing include "creating relationships of trust between CPD and community," and a "focus on youth engagement." Within the Department, the Office of Community Policing—also referred to as the CAPS (Chicago Alternate Policing Strategy) Office—is responsible for this work including holding regular beat meetings and annual District Strategic Planning meetings, carried out through district-level community policing officers, in addition to coordinating youth engagement and special initiatives. In 2019, CPD launched the Chicago Neighborhood Policing Initiative (NPI). Originating from NYU School of Law's Policing Project, NPI utilizes District Coordination Officers (DCOs) in building relationships with community members and organizations and identifying community needs and trends in crime. As of 2022, a Northwestern University evaluation concluded that the Chicago NPI had not fully implemented its goals and has had limited impact in its ten operational districts. Further, community organizations with missions centered on youth, health, and violence reduction who spoke with OIG regarding its September 2023 report on CPD response to 911 calls, and community members who participated in OIG's 2024 Listening Tour, emphasized the importance of youth engagement and the need for officers to build stable, trusting relationships with community members. This project aims to examine CPD's community policing strategies, including strategies for engaging with youth.

Potential Objectives

- Why has CPD not published a Community Policing Annual Report since 2021?
- What is the status of NPI? Within how many districts is it operational? What have been the outcomes?
- Has the creation of the District Councils impacted how CPD receives and responds to community feedback? If so, how?
- What is the experience of youth who participate in the Youth District Advisory Councils and other youth-focused CPD initiatives?
- What changes to policy or training have been made as a result of CPD's community policing efforts, including with regard to youth?

5. Identity Theft Investigations

Background and Rationale

According to the U.S. Postal Service, identity theft is one of the fastest growing crimes in the United States. Identity theft and identity fraud are terms used to refer to crimes in which someone wrongfully obtains and uses another person's personal data in some way that involves fraud or deception, typically for economic gain. CPD's Financial Crimes Investigations Unit investigates financial crimes, including identity theft, credit card fraud, forgery, mortgage fraud, embezzlement, and money laundering. The unit investigates identity theft cases, typically referred by one of CPD's property crime units. This project would assess the timeliness of CPD's identity theft investigations

and evaluate whether the unit is operating with protocols for recording, accepting, and investigating identity theft cases.

Potential Objectives

- How does CPD conduct identity theft investigations and document its investigative steps and outcomes?
- What is the average length of time from when a police report is filed until the identity theft case is assigned to a detective?
- What is the average length of time of an investigation?
- How does CPD train its members to take police reports on identity theft crimes?
- Does CPD have established procedures for forwarding reports of identity theft to the appropriate law enforcement agencies for investigation?

6. CPD Vehicle Operations

Background and Rationale

CPD's vehicle usage policies guide members in emergency situations, balancing the need for rapid response while also minimizing risks associated with high-speed driving, use of lights, sirens, etc. State laws provide certain exemptions to traffic laws for police, such as speeding or running red lights, but require members to exercise caution and prioritize safety. This project would assess CPD members' compliance with vehicle operation policies, disciplinary outcomes for policy violations, and as brought out by community members who participated in OIG's 2024 Listening Tour, the public's perception of CPD's vehicle usage, including vehicle pursuits.

Potential Objectives

- How are CPD members trained on using Department vehicles and the vehicle pursuit policy? Are CPD members using Department vehicles according to policy and guidance?
- What training do CPD members receive on driving tactics for emergency response? What justifications for their actions do members report when involved in traffic crashes during emergency responses? How many injuries and fatalities (including civilians and CPD members) have occurred as a result of a vehicle pursuit?
- Does CPD track and record all relevant data related to vehicle pursuits?
- What discipline is imposed on members who violate vehicle usage policies?
- What is the public's perception of CPD's vehicle usage, and how does this influence community trust?

7. Mass Transit Response

Background and Rationale

Violent crime on buses and trains run by the Chicago Transit Authority (CTA) has been on the rise since 2015, particularly during the COVID-19 pandemic. Recent CPD data suggests that the City is on track to close 2024 with the highest number of violent crime incidents on the CTA since 2011. CTA uses both CPD members and private security to address public transit crime. Two CPD Units are dedicated to public transit safety. Additionally, CPD officers are invited to volunteer for "special employment" through the Voluntary Special Employment Program (VSEP), funded through overtime pay. In October 2022, in a memorandum to City Council, CPD reported that 6,508 members had worked for CTA through the VSEP program that year to date. CPD members assigned to these

units perform a diverse set of duties, including patrolling public transit and investigating CTA-related incidents. This project would seek to enhance transparency and accountability around CPD's public transit staffing strategy, as well as assess whether the Department's protocols and practices are reasonably aligned to the public safety needs of CTA passengers, which was a concern expressed by community members who participated in OIG's 2024 Listening Tour.

Potential Objectives

- What protocols and practices govern CPD's security strategy for public transit?
- How effective are CPD's strategies to reduce and intervene in violent crime on the CTA?
- What is the cost of providing CPD security to the CTA within its current framework? Are staffing practices cost efficient?
- Does CPD have policies for bilateral data sharing with external and/or interagency partners as related to private security working alongside CPD on CTA?

8. OPSA Operational Efficiencies

Background and Rationale

The Office of Public Safety Administration (OPSA) was established in 2019 to consolidate the administrative functions of CPD, the Chicago Fire Department (CFD), and the Office of Emergency Management and Communications (OEMC). The agency was created to streamline administrative functions such as facility management, technical support, and managing payroll. This was done with the goals of strengthening administrative support, reducing costs across the City's public safety agencies, and allowing CPD and CFD sworn and uniformed personnel to return to their core public safety duties. This project would evaluate whether OPSA has optimized administrative functions for CPD, CFD, and OEMC and reduced associated costs for those agencies.

Potential Objectives

- What administrative processes is OPSA responsible for?
- Are there administrative functions that remain within the individual public safety agencies?
- Has the creation of OPSA created procedural efficiencies (e.g., resulted in consolidated and more complete recordkeeping, reduced steps/actors in administrative processes, or shortened implementation time for administrative processes)?
- Has the creation of OPSA resulted in sworn and uniformed personnel returning to roles with public safety duties?
- Has the creation of OPSA resulted in any financial savings (e.g., personnel or enterprise/network service costs)?

9. Detention Aides (Appeared on 2024 Outlook)

Background and Rationale

Detention Aides are responsible for the custody, care, and processing of prisoners in the central detention and district lockups of CPD. Each district station has a lockup and Detention Aides, as well as a lockup at Central Detention. Amongst other qualifications, Detention Aides are required to follow the CPD directives and Rules and Regulations, possess knowledge of law enforcement procedures, and have the physical ability to maintain control of detainees. However, Detention Aides do not carry a firearm. This project would examine the role of Detention Aides, including

hiring processes and training with respect to use of force and de-escalation techniques used on arrestees.

Potential Objectives

- What are the qualifications of and training given to CPD Detention Aides?
- What restraining techniques or devices do Detention Aides use for de-escalation and controlling detainees?
- What employee resources are available to CPD Detention Aides?
- What additional guidelines do Detention Aides follow that are not included in the CPD directives?

10. Radio Assignments Pending (RAPs) (Appeared on 2024 Outlook)

Background and Rationale

When individuals call 911 for police response in Chicago, the Office of Emergency Management and Communications (OEMC) dispatchers are responsible for assigning available CPD units to the event. Based on the priority of the event, OEMC dispatchers are given a set amount of time to assign calls to responding CPD units. If no CPD vehicles in a District are available and the allotted time to dispatch an event has passed, the event becomes a Radio Assignment Pending, or RAP. The dispatcher must follow procedures to alert their supervisor and the CPD field supervisor, and make radio announcements to locate potentially available units. This project would examine contributing factors for RAPs, including OEMC emergency dispatch processes and the availability of CPD resources.

Potential Objectives

- How often is OEMC unable to dispatch 911 calls for police service in Chicago due to a lack of available units?
- To what extent do OEMC dispatch protocols and the staffing levels of OEMC and CPD contribute to the occurrence of RAPs?
- Does OEMC have sufficient controls to ensure it adheres to its dispatch timeliness standards and RAP protocols?

11. Medical Services Section (Appeared on 2024 Outlook)

Background and Rationale

The Medical Services Section (MSS) is an integral part of the Chicago Police Department that not only assists Department members who need medical care for work-related injuries, but also ensures those members receive care in a timely manner in order to recover and safely return to work. Interviews conducted by OIG with individuals working in MSS and the Department of Finance (DOF) suggest that current policies and practices inhibit the timeliness of medical care, and in certain instances, the quality of care received by CPD members injured on duty (IOD). This project would evaluate the efficiency of the processes and policies of the Medical Services Section and related agencies in reviewing and processing CPD members' claims for medical care as a result of work-related injuries.

Potential Objectives

- What policies and processes are in place within MSS and DOF to ensure efficiency and timeliness in processing CPD members' IOD claims? Do these policies and processes align with best practices?
- What controls do CPD/MSS have to ensure that the list of medical specialists provided to injured members seeking services is up-to-date and accurate?
- How often are members awarded additional paid leave as a result of procedural inefficiencies by MSS, DOF, or another agency?

12. Annual Performance Evaluations for Police Officers (Appeared on 2021, 2022, 2023, and 2024 Outlooks)

Background and Rationale

Performance evaluations are a key internal control that, if used appropriately, can identify and distinguish effective police officers as well as those officers who do not meet CPD's standards for conduct and performance. [An audit conducted by OIG's Audit and Program Review \(APR\) section](#) determined that while CPD has a performance evaluation system, it has been inconsistently implemented and utilized. An effective performance evaluation process, applying appropriate metrics, would allow CPD to better manage its officers, develop the careers of its effective officers, make early identification of behavioral and wellness risks, and take necessary corrective steps for officers not meeting its standards. This project would examine whether CPD's annual performance evaluations are, as a matter of design, good accountability tools for officers and, as a matter of operational reality, used as such.

Potential Objectives

- Have all CPD members received annual performance evaluations?
- How does CPD determine which dimensions of member performance will be evaluated? How are criteria for success established, and who has input into that development?
- Are performance ratings applied consistently?
- Do CPD's policies and procedures for performance evaluations comport with best practices?
- Does CPD use the results of its performance evaluations to aid its efforts to identify members at high risk for behavioral and wellness risks?

13. Operations of CPD's Education and Training Division (Appeared on 2022, 2023, and 2024 Outlooks)

Background and Rationale

This project aims to address three components of the operations of CPD's Education and Training Division (ETD): (1) ETD's instructors' qualifications and performance evaluations, (2) the process for creating and revising curricula and training material, and (3) tracking CPD members' training requirements. This proposal is not intended to evaluate the content of ETD's training, nor the effectiveness of the training CPD members receive; it is scoped to evaluate the systems and processes that inform the training provided by ETD and the mechanisms by which the instructors providing that training are selected, evaluated, and retained.

Potential Objectives

- What qualifications exist for ETD instructors? Do all of CPD's current ETD instructors meet these qualifications?
- What is the demographic profile of the ETD's faculty?
- How, when, and against what criteria are ETD instructors selected and evaluated? Are disciplinary histories considered when instructors are selected?
- What is the process by which ETD develops and revises training modules? Does CPD follow best practices?
- How does ETD track and report on which Department members have received specific trainings?

14. City and CPD Relationship with Private Police Departments and Other Private Agencies (Appeared on 2022, 2023, and 2024 Outlooks)

Background and Rationale

In addition to CPD, the Cook County Sheriff's Police Department, and the Illinois State Police, a number of private police and security agencies operate in Chicago, many of which are affiliated with private universities or railroads, but have jurisdiction and patrol responsibilities well beyond the borders of the property owned by their parent organizations. Additionally, the Chicago Transit Authority (CTA) contracts with private security agencies to deploy private security guards on trains, buses, and at transit stations, and Chicago neighborhoods are hiring private security in the hopes of addressing rising crime. This project would build on the analysis of CPD's coordination with other police agencies that OIG published in the context of its [report on the City's response to the 2020 George Floyd protests and unrest in Chicago](#).

Potential Objectives

- What level of authority and what jurisdiction do private police departments and private security agencies have within the City? To what extent are the operations of these police departments coordinated with CPD?
- To what extent are the operations and practices of private police departments and security agencies publicly reported – including, but not limited to, arrests, uses of force, etc.?
- Does CPD have policies governing the investigation of misconduct involving both CPD officers and external actors?

B | Discipline and Accountability

15. Member Alcohol and Drug Use

Background and Rationale

Research has found that disordered alcohol use is more common among law enforcement than the general population. Exposure to workplace stressors for police officers, including traumatic incidents, can result in maladaptive coping strategies such as disordered drinking or substance use. CPD Rule 15 prohibits intoxication on or off duty, and the Department investigates misconduct for allegations including DUIs, positive drug or alcohol tests, and impairment and intoxication on and off duty. With respect to incidents involving relief of police powers for CPD members while under investigation, DUIs are the most common allegations. Additionally, CPD provides the Alcohol-

use and Substance-use Services Program, available to active and retired members and their families, through its Professional Counseling Division. Disordered substance use by CPD members poses significant risks to CPD, other CPD members, their families, the City, and the public. This project would examine the Department's response to substance use within its ranks, procedures and controls to ensure the identification and reporting of substance use incidents, the associated disciplinary outcomes, and prevention and wellness efforts.

Potential Objectives

- Does CPD educate supervisors on identifying warning signs of substance use and how to refer members to services?
- Does CPD educate members on assessing their own substance use behavior and how to access Department resources?
- What controls does the Department have in place to ensure substance-related misconduct is reported?
- What are the disciplinary outcomes for CPD members with sustained substance-related allegations? How does the Department address repeat violators?
- How does CPD engage and educate members and their families on accessing alcohol-use and substance-use services?

16. Investigations with Civil Suits

Background and Rationale

From 2019 through 2023, the City of Chicago paid out over \$378 million in settlements and judgments related to lawsuits involving CPD and its members, including some CPD members named in multiple claims. The Civilian Office of Police Accountability (COPA) and CPD's Bureau of Internal Affairs (BIA) investigate police misconduct cases, while the Department of Law provides legal representation for the City in associated litigation. CPD's Risk Management Unit is tasked with identifying and mitigating risks to strengthen the Department's liability management efforts.

This project aims to examine how these three entities are addressing the CPD-related litigation. Effective coordination between these agencies can prevent undue investigative delays while awaiting ongoing litigation to conclude, and aid in risk management by identifying individual members with multiple civil suits or particularly large settlements who pose a risk to CPD and the City. Additionally, investigative agencies can inform City Council's actions in determining settlements. Under the Municipal Code of Chicago (MCC), COPA has the power to testify before the Committee on Finance during hearings on proposed settlements for lawsuits involving police misconduct. This project would examine how City actors coordinate to ensure timely investigations and to identify risks for CPD member misconduct cases with associated litigation.

Potential Objectives

- Do COPA policies and practices reflect its authority to review litigation involving CPD members for the purposes of opening or reopening an investigation, as outlined in MCC § 2-78-120(h)?
- Does COPA testify at Committee on Finance hearings on proposed settlements for lawsuits involving police misconduct regarding disciplinary investigations, as outlined in MCC § 2-78-120(w)?
- Does BIA review litigation materials, in accordance with policy, during the course of an administrative investigation stemming from an associated civil case?

- Does CPD's Risk Management Unit identify and analyze the financial impact of litigation on the Department? What proactive steps does CPD take to manage identified risks?

17. Tactical Unit Operations

Background and Rationale

In CPD, tactical officers work in each CPD district, focusing primarily on gang activity and narcotics. They also serve as a support to beat officers when needed. Concerns have been raised about the tactics used by tactical teams in the course of their duty. This project would examine the functions and training of tactical team members, how they are selected, and trends among disciplinary investigations involving tactical team members.

Potential Objectives

- What is the process for assigning CPD members to tactical teams? What are the necessary qualifications to join a tactical team? What is the demographic makeup of tactical teams?
- How are tactical teams supervised? What review or evaluation is done on these teams?
- What policies and procedures define tactical team functions and duties? What trainings do tactical team members receive and with what frequency?
- Are tactics used by tactical teams in accordance with Department policy, such as those governing use of force and investigatory stop and search procedures, along with Department constitutional protections?
- Are there trends in misconduct cases involving tactical team members?

18. Specialized Units

Background and Rationale

This project would examine CPD's history of creating and dismantling specialized citywide units in recent decades and examine trends in staffing assignments to and after these units.

Potential Objectives

- What is the history of CPD's creation and dissolution of specialized units? What have been their functions and duties?
- What is the selection process for specialized units? What are their duties? Are there any trends in misconduct investigations involving members on these teams? Are there any trends in settlements associated with these teams?
- When specialized units are dismantled, how are its members reassigned? What are the duties of those new assignments?

19. Operations of the Community Commission for Public Safety and Accountability (CCPSA)

Background and Rationale

In 2021, the Chicago City Council passed an ordinance implementing the Community Commission for Public Safety and Accountability (CCPSA) to improve police accountability and transparency. As outlined in § 2-80-170 of the Municipal Code of Chicago (MCC), the Public Safety Inspector General (PSIG) "shall commence a formal review of key aspects of the operations of CCPSA" within three years "after the implementation of the regular Commission." CCPSA is responsible for appointing the Chicago Police Department (CPD) Superintendent, the Chief Administrator of the

Civilian Office of Police Accountability (COPA), and selecting members for the Police Board. Further, CCPSA must review and approve all CPD General Orders not in the scope of the Consent Decree.

Potential Objectives

- How does CCPSA coordinate efforts across its City employees, the Commission, and the District Councils, and how consistent are these coordination protocols?
- Does the Commission have consistent criteria and procedures for selecting the CPD Superintendent and COPA Chief Administrator and for nominating Police Board members?
- How does the Commission work with the District Councils to identify priorities?
- How does CCPSA record and use community feedback from both CCPSA and District Council meetings?

C | Constitutional Policing

20. CPIC Surveillance Data

Background and Rationale

The Crime Prevention Information Center (CPIC) is a fusion center for receiving, analyzing, and sharing information pertaining to potential criminal and terrorist activity. CPIC—operated by the CPD Bureau of Counterterrorism—is tasked with “real time monitoring of criminal activity” through monitoring community reporting (e.g., 9-1-1 calls, or anonymous reporting via Internet), federal government information portals, and a network of camera feeds, including Police Observational Device, Office of Emergency Management & Communications, and Chicago Transit Authority (CTA) cameras. This project would seek to examine whether CPD has developed and adheres to policies governing CPIC’s collection, retention, and dissemination of surveillance information.

Potential Objectives

- How does CPIC determine “credibility and value” of Suspicious Activity Report (SAR) information?
- What processes guide how those outside of CPIC obtain retained surveillance information?
- To what extent does CPIC log queries of SAR information access and dissemination? What information is recorded in these logs (e.g., access purpose)?
- Is CPIC abiding by its one-year records retention provision?

21. De-Escalation Techniques

Background and Rationale

De-escalation techniques are vital tools in law enforcement that effectively manage crises, reduce use of force, and minimize risks for CPD members and the public alike. When CPD members apply these methods effectively, they enhance their ability to handle tense situations, improving outcomes and fostering community trust. This project aims to evaluate the consistency with which CPD members employ de-escalation techniques, the associated outcomes, and whether members’ actions comply with Department training and directives. This project would evaluate two methods used by CPD to de-escalate interactions: (1) verbal de-escalation, which involves using communication strategies to diffuse tension, and (2) tactical positioning, a physical approach. This project addresses the critical need to ensure that CPD’s practices align with their training and

directives, ultimately enhancing the safety of both police officers and the communities they serve. By examining these de-escalation techniques, the project seeks to help bridge the gap between policy and practice, potentially leading to improved police-community interactions and a reduction in use of force incidents.

Potential Objectives

- How do CPD officers apply verbal de-escalation techniques and tactical positioning during interactions with the public? To what extent do these practices adhere to departmental training and directives?
- How does the community perceive CPD's de-escalation methods? Are there insights that can be gained from civilian experiences to improve these practices?

22. Response to Individuals with Limited English Proficiency

Background and Rationale

Under Chicago's city-wide Language Access Policy and the CPD's specific Language Access Policy, free interpretation services are mandated for all individuals receiving police assistance. This project aims to evaluate CPD and the Office of Emergency Management and Communications (OEMC) services for people with Limited English Proficiency (LEP). By assessing the sufficiency and equity of access to emergency and police services, the project seeks to foster trust between law enforcement and Chicago's diverse communities. This project would evaluate CPD and OEMC policies, procedures, and training programs and would examine the agencies' capacity to effectively serve its multilingual population, aligning with Chicago's commitment to being a welcoming city and adhering to its city-wide language access policy.

Potential Objectives

- To what extent do OEMC's policies and procedures adhere to the City-wide Language Access Policy for responding to individuals with Limited English Proficiency?
- How does CPD respond to incidents involving individuals with LEP? Does this response comply with the City-wide policy and CPD internal policies for language access?
- How does CPD train and deploy its Department interpreters? Are there sufficient interpreters to meet the needs of Chicago's various LEP communities?

23. Response to People with Ambulatory Disabilities

Background and Rationale

This project would evaluate how CPD members interact with police subjects who have disabilities, specifically those who require the use of an ambulatory device such as a wheelchair. The project would determine whether CPD's practices align with its policies and adhere to the Consent Decree and the Americans with Disabilities Act (ADA). Furthermore, this project would examine if the feedback CPD received during its 2023 and 2024 public comment forums of Special Order S02-01-01 "People with Disabilities," and Special Order S02-07 "Interactions with People with Disabilities" informed its revisions of these directives.

Potential Objectives

- What has been the experience of people with disabilities who interact with CPD? Do CPD members comply with directives in their interactions with people with disabilities?
- How has CPD worked with disability groups to inform its policies, practices, and trainings?

- Does CPD systematically record interactions with subjects with ambulatory disabilities?
- Are the CPD policies and procedures governing interactions with subjects with disabilities in compliance with ADA regulations and best practices?
- What training are CPD members required to attend, in the academy and annually, as it relates to interactions with subjects with disabilities?

24. Response to Mental Health Calls

Background and Rationale

CPD Special Order S04-20, “Recognizing and Responding to Individuals in Crisis” states that the Department is committed to: interacting with individuals in crisis with dignity, respect, and the foremost regard for the preservation of human life and the safety of all persons involved; training Department members in recognizing the signs and symptoms of mental health conditions and the statutory criteria indicating a person is in need of emergency mental health treatment; and exploring diversion programs, resources, and alternatives to arrest for individuals in crisis, consistent with the Department directive “Crisis Intervention Team (CIT) Program among other procedures. The primary goal of this project is to understand the policies, procedures, and training curriculum related to CPD’s response to mental health crises and other mental health-related calls.

Potential Objectives

- How do CPD members become CIT-certified? How many CPD members are CIT-certified?
- What training do CPD members who are not specifically CIT-certified receive in handling mental health-related calls for service?
- Do CPD members’ response to mental health-related calls for service adhere to Department policy? Is there a difference in response for certified and non-certified members?
- How are CIT-trained/certified Department members assigned across the districts? Is there a relationship between the number of CIT-trained members in a district and the outcomes for mental health calls?
- Is there a correlation between mental health call outcomes (e.g., hospitalization, use of force, etc.) based on the subject’s demographics (e.g., race, sex, gender, age, etc.)?

25. Facial Recognition Technology (Appeared on 2024 Outlook)

Background and Rationale

CPD has one public-facing directive regarding the use of facial recognition technology (FRT), issued in 2013. The policy restricts the use of such technology to the Bureau of Detectives, Bureau of Organized Crime (now the Bureau of Counter-terrorism), and the Crime Prevention Information Center (CPIC) for “investigative purposes,” but does not specify the software the Department uses, the database against which photos are compared, or any other specific criteria or terms of use for such technology. The potential for misuse of facial recognition technology may pose risks to Chicagoans’ constitutional and civil rights. Police use of emerging technologies such as facial recognition technology is still relatively new, and little is known about the effectiveness, impacts, and risks of its use in law enforcement. This project would examine whether CPD has developed and adheres to policies governing its use of facial recognition technology, whether there are sufficient internal controls to limit facial recognition technology access to trained personnel within designated units, and whether CPD monitors and limits its members’ use of facial recognition technology, from documenting reasons for access to recording investigative outcomes of its use.

Potential Objectives

- Is CPD's use of facial recognition technology consistent with Department policies, training, and protocols?
- Does CPD have controls in place to ensure that use of facial recognition technology is restricted to necessary members?
- Does CPD monitor the use of facial recognition technology by its members?
- Does CPD track investigative outcomes of facial recognition technology use?

26. CPD's Use of Drones (Appeared on 2024 Outlook)Background and Rationale

In June 2023, Governor J.B. Pritzker signed the "Drones as First Responders Act," which allows law enforcement agencies across the state to utilize drones at special events and parades. The Act specifically prohibits the use of facial recognition technology when deploying drones during these events and allotted additional money in the Illinois state budget for local police departments to expand their use of drones. This project would focus on and review the policies, practices, and procedures for CPD's use of drones with respect to constitutional policing in relation to City residents.

Potential Objectives

- For what types of events does CPD use drones and what are the outcomes of those instances?
- How many drones are currently in CPD's possession? What policies and processes exist to determine when and how aerial technology is used, and is CPD in compliance with these policies?
- What programs, policies, and practices does CPD have for the use of drones?
- What are the costs and benefits of utilizing drones for law enforcement practices?
- What data does CPD collect on its use of drones?
- What internal controls does CPD use to ensure drones are used appropriately, safely, and equitably?
- What parameters does CPD have in place to address the privacy concerns of citizens over CPD's use of drones?

27. Compliance with Chicago's Welcoming City Ordinance (Appeared on 2024 Outlook)Background and Rationale

Chicago's Welcoming City Ordinance (WCO) generally prohibits police from participating in civil immigration enforcement, including at the request of the several federal agencies charged with enforcement of immigration laws. WCO also obligates CPD to produce a quarterly report on its WCO compliance and provide that report to OIG, which publishes it. Despite recent changes to the WCO to make it more restrictive, community organizations continue to voice concerns over how CPD interacts with federal immigration authorities and what information CPD shares with such agencies. This project would examine whether CPD's policies align with the WCO and whether, in practice, CPD avoids participation or cooperation in civil immigration enforcement.

Potential Objectives

- Does CPD adhere, in practice, to the WCO or is there evidence that CPD cooperates and participates in civil immigration enforcement?
- Do CPD's policies align with the WCO?
- What structures does CPD have in place to ensure compliance with the WCO?
- What, if any, contact, information sharing, etc. is permissible between CPD and federal immigration authorities and how often does that occur?
- Do CPD's quarterly reports accurately and completely report the information required by WCO?

28. Inventory, Use, and Impact of Military-Grade Equipment (Appeared on 2021, 2022, 2023, and 2024 Outlooks)

Background and Rationale

Local law enforcement agencies, including CPD, sometimes use military-grade equipment in certain operations and emergency responses. Research suggests that the use of such equipment has little effect on officer safety or crime rates but has negative impacts on perceptions of the police by both communities and potential police recruits. Additionally, there is evidence that militarized police units are more often deployed in predominantly Black communities. This project would consider CPD's policies on and use of military-grade equipment and whether CPD has taken steps to mitigate the potentially harmful effects of that use.

Potential Objectives

- What is the full inventory and source of each piece of military-grade equipment owned or used by CPD?
- Is CPD in compliance with program requirements mandated by the sources of its military-grade equipment?
- What policies and training requirements does CPD have in place to ensure proper use of its military-grade equipment?
- How frequently, and for what purposes, has CPD used its military-grade equipment?
- How does CPD assess the effectiveness of its military-grade equipment? How does CPD justify the need for more equipment?
- Has CPD evaluated the use of military-grade equipment on Chicago's communities and its police-community relationships?

29. Narcotics Arrest Diversion Program (Appeared on 2022, 2023, and 2024 Outlooks)

Background and Rationale

The Narcotics Arrest Diversion Program (NADP) is a collaboration between the Chicago Police Department (CPD), the Chicago Department of Public Health (CDPH), University of Chicago Crime Lab, and Thresholds, a community behavioral health provider. This program, launched in 2018, offers individuals arrested for low-level narcotics crimes the option to avoid receiving charges by instead participating in substance use counseling. The program currently operates in every Police District in Chicago and has shown progress as rearrest rates among diverted individuals have decreased by 44%. This project would evaluate if NADP is offered to eligible arrestees consistently

in every District as well as if there are trends in outcomes for the program across districts.

Potential Objectives

- Does CPD offer the NADP to all eligible arrestees? Is this opportunity consistent throughout Districts?
- What are CPD's policies and procedures for the Narcotics Arrest Diversion Program, and are these standardized across Districts?
- Are there trends in arrest or diversion rates based on geography or on the demographic characteristics of the subject or involved CPD member?
- What type of training do sworn members receive related to the NADP?



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For further information about this report, please contact the City of Chicago Office of Inspector General, 740 N. Sedgwick St., Suite 200, Chicago, IL 60654, or visit our website at igchicago.org.

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