

Community Engagement in Policy Creation - Chicago Police Department

SUPERVISOR RESPONSIBILITIES

The Chicago Police Department (CPD) recognizes the need for a comprehensive community engagement process that offers the community a meaningful opportunity to provide input into CPD policies. Please use the following information to guide your feedback and discussions on the CPD policy related to **Supervisor Responsibilities**.

BACKGROUND

The City of Chicago Consent Decree requires that CPD will “review and, as necessary, revise its policies for supervision to ensure that such policies set out clear responsibilities for supervisors” (§1348). Additionally, “supervisors of all ranks will effectively supervise the members under their command to ensure accountability across the Department” (§1351). In development of the policy on **Supervisor Responsibilities**, CPD has researched applicable laws, operational practices from other agencies, and other published research and analyses.

Current CPD Policy (available publicly at <http://directives.chicagopolice.org>)

- S03-03 “District Operations” including responsibilities for District Commanders, Captains, Lieutenants, and Sergeants
- E05-01 “Performance Evaluations Of All Sworn Department Members Below The Rank Of Superintendent”

The assessment of a member's job performance is an ongoing process and the annual performance evaluation is not the only time during the year that supervisors should discuss performance issues with Department members.

Ongoing coaching and feedback provides supervisors with opportunities throughout the year to refocus members' efforts to enhance performance and communicate early to members any significant problems that exist and to provide advice and guidance to correct those problems.

Frequent feedback from supervisors allows officers to direct their attention to performance improvement needs and is intended to assist them in achieving higher levels of performance.

POLICY ENGAGEMENT TOPICS

- Effective supervision and its role in increasing officer accountability, improving trust and CPD legitimacy in the community, and augmenting CPD’s law enforcement-related activities.
- Supervisors, who lead by example and actively engage, can play a critical role in ensuring lawful, safe, effective, and community-centered policing.
- Supervisory training, including topics such as management, leadership, coaching, mentoring, and accountability.
- Supervisory review of body worn camera or other video footage, including for field incidents, performance reviews, investigations, and random review for auditing and training opportunities.
- Supervisory responsibilities in the review and investigation of uses of force.
- Field response and interactions by supervisory personnel, including responding to criminal incidents, treatment of victims of crime, and requests to report officer behavior, (both positive and potential misconduct).

CPD anticipates gathering and utilizing the feedback provided via the community engagement process to develop a comprehensive policy that is inclusive of and reflects the needs and expectations of both the community and CPD. CPD’s policy development process will also include the public posting of proposed policies for comments on CPD’s website prior to implementation.