

# CHICAGO POLICE DEPARTMENT CONSENT DECREE PLANNING FOR JULY – DECEMBER 2020

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*AUGUST 2020*

CHICAGO POLICE DEPARTMENT



# Background

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- ★ The Chicago Police Department (CPD) is heavily focused on accelerating consent decree project work in the second half of 2020, including by investing in new processes, tools, and resources to support these projects
- ★ Acknowledging the high volume of work that lies ahead, CPD believes it is critical to prioritize consent decree projects, both within and across consent decree sections, so that the Department can focus its efforts and resources on projects that will maximize impact on its organization and accelerate consent decree compliance
- ★ This presentation provides a set of priorities that will be CPD's primary focus through the end of 2020
- ★ CPD remains committed to achieving consent decree compliance; accordingly, items not listed will continue to be worked on in 2020. Thus, this presentation reflects priority outcomes and is not exhaustive of all activities that CPD will undertake during the remainder of 2020.
- ★ Note: The highest priority projects pertaining to the Data Collection, Analysis, and Management section of the consent decree are embedded into Use of Force (dashboards and reporting) and Officer Wellness (Officer Support System pilot)

# Explanation Of Key Terms Used In This Presentation

- ★ **Roman Numeral:** Indicates the section of the consent decree; sections are presented in this document in the order they appear in the consent decree
- ★ **Reform Outcome:** CPD’s desired objective in executing the described project work
- ★ **Key 2020 Deliverables:** Specific documentation that CPD intends to submit to demonstrate progress on these outcomes; examples include new policies, training curriculum, reports, and data dashboards
- ★ **Consent Decree Paragraphs Addressed:** Reflects CPD’s assessment of the paragraphs for which it expects that it would receive some level of compliance if it satisfactorily advances this work in the current reporting period. Note that this reflects CPD’s viewpoint only and is not based upon any specific discussions with the Independent Monitoring Team (IMT) regarding compliance methodologies.

## II 2020 Priority Reform Outcomes – Community Policing

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Best Practices SRO Program	<ul style="list-style-type: none"> <li>• Community input on School Resource Officers (SROs) policies</li> <li>• Develop a refresher course so that SROs are getting consistent training on a regular basis</li> <li>• Implementation of CPD/Chicago Public Schools (CPS) intergovernmental agreement</li> <li>• Provide and document opportunities for CPS principals to provide feedback to CPD regarding their assigned SRO</li> </ul>	39-44
2. Train on Community Policing	<ul style="list-style-type: none"> <li>• Draft lesson plan and curriculum for brand new 8-hour in-service training on problem solving and relationship building</li> <li>• Train the trainer lesson plans and identification of external instructors</li> <li>• Beta testing of course</li> </ul>	37
3. Increase Officers' Knowledge of the Communities They Serve	<ul style="list-style-type: none"> <li>• Finalized Community Training Academy curriculum and pilot with next class of District Coordination Officers (DCOs)</li> <li>• Report on and expansion plan for youth-led tours</li> <li>• Report on PPO Immersion, including implementation and expansion plans</li> </ul>	18, 22
4. Establish District-Specific Policing Strategies	<ul style="list-style-type: none"> <li>• District quarterly updates on 2020 strategic plan progress for Q2 and Q3, along with evidence of Office of Community Policing (OCP) review of quarterly reports</li> <li>• Updated annual strategic plan form for 2021 to reflect IMT improvements</li> <li>• Draft 2021 district strategic plans</li> <li>• Evidence of community input on 2021 draft plans such as meeting notes, agendas, sign-in sheets</li> <li>• Internal audit of District Advisory Committees functions and practices</li> </ul>	15, 45-47
5. Improve Youth Interactions	<ul style="list-style-type: none"> <li>• Train-the-trainer for Advancing Youth Development training</li> <li>• Continued development of Youth District Advisory Councils in every District</li> <li>• Project plan and initial progress on JSC reforms with support from the Civic Consulting Alliance</li> <li>• Community input and revised policies on interactions with youth</li> <li>• Internal audit of juvenile processing</li> </ul>	27, 32, 33, 36
6. Inform Public About Their Rights	<ul style="list-style-type: none"> <li>• Launch public awareness campaign and measure demographic reach</li> <li>• Update policies related to public's rights / recording of officers</li> </ul>	28, 30, 31, 35, 58



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# III 2020 Priority Reform Outcomes – Impartial Policing

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Design community input approach for policies	<ul style="list-style-type: none"> <li>Align on a strategy and work-plan, and secure necessary resources, for soliciting required community input for impartial policing policies</li> </ul>	52
2. Impartial Policing training	<ul style="list-style-type: none"> <li>Completion of Procedural Justice 1, 2, and 3 training for all members</li> <li>2021 Training Plan</li> </ul>	72-74
3. Establish a Language Access Program	<ul style="list-style-type: none"> <li>Hire Language Access Coordinator (LAC)</li> <li>LAC's review and recommendations on CPD's policies and training materials</li> <li>Community input and recommendations on policy</li> </ul>	52, 64, 65, 67, 74
4. Establish an ADA Program	<ul style="list-style-type: none"> <li>Hire Americans with Disabilities Act (ADA) Coordinator</li> <li>ADA Coordinator's review of policies and training materials</li> <li>Community input and recommendations on policy</li> <li>ADA training bulletin</li> </ul>	52, 68-70, 74
5. Improve Interactions with TIGN Communities	<ul style="list-style-type: none"> <li>Community input and recommendations on policy</li> <li>Updated policies</li> </ul>	52, 61, 74
6. Assess Demographic Frequency of Police Interactions	<ul style="list-style-type: none"> <li>Report on misdemeanor arrests and Administrative Notices of Violation (ANOV)</li> <li>Updated Use of Force Dashboard</li> </ul>	79, 81, 82, 572, 573, 581



# IV 2020 Priority Reform Outcomes – Crisis Intervention

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Plan for CIT Training for All Officers	<ul style="list-style-type: none"> <li>• Continue Use of Force and Custodial Escort Training of all CPD sworn members, which contains crisis intervention training components</li> <li>• Develop a plan to require that all officers receive 40 hours of crisis intervention training</li> </ul>	126, 127
2. Improve CIT Data Collection and Analysis	<ul style="list-style-type: none"> <li>• CIT Officer Response Rate Dashboard</li> <li>• Revised CIT Officer Implementation Plan</li> </ul>	120, 121
3. Update Crisis Intervention Team (CIT) Program	<ul style="list-style-type: none"> <li>• CIT Org Chart and standard operating procedures</li> <li>• Crisis Intervention Unit Standard Operating Procedures (SOPs)</li> </ul>	87-91, 107, 117-119, 125, 135-137
4. Increase CIT Response Capacity	<ul style="list-style-type: none"> <li>• Determine the method by which CPD wants to maintain CIT officer response ratios</li> <li>• CIT Officer Response Rate Dashboard</li> <li>• Finalize CIT Officer Implementation Plan</li> </ul>	106, 108-113, 133, 134

# V 2020 Priority Reform Outcomes – Use of Force

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Implement Use of Force Best Practices	<ul style="list-style-type: none"> <li>• Documentation from Use of Force Working Group, including meeting minutes and formal recommendations for policy revisions</li> <li>• Revised Use of Force policy suite</li> <li>• Draft 2021 use of force training curriculum</li> <li>• Help Guide for Districts/Units completing Force Review Division (FRD) recommendations</li> </ul>	154, 158-166, 176-179, 181-187, 197-204, 206-210, 212-215, 243-247, 413
2. Continue Headquarters-Level Review of Uses of Force	<ul style="list-style-type: none"> <li>• Force Review Division and Force Review Board Standard Operating Procedures</li> <li>• FRD Staffing and Equipment Needs Assessment</li> <li>• Body-worn camera/in-car camera audit plan</li> </ul>	193, 574-577, 580
3. Strengthen Use of Force Reporting Structure	<ul style="list-style-type: none"> <li>• Improved Tactical Response Report and use of force reporting requirements</li> <li>• Collection and maintenance of all documents related to use of force</li> <li>• Updated dashboard that electronically tracks all use of force data</li> <li>• Audit of supervisory review of use of force incidents</li> </ul>	218-221, 227, 547-569-571
4. Improve Vehicle Use Practices	<ul style="list-style-type: none"> <li>• Audit and risk management assessment of the Traffic Review Board</li> <li>• Updated vehicle pursuits policy</li> <li>• Vehicle pursuits training plan</li> </ul>	167
5. Firearms Pointing Review	<ul style="list-style-type: none"> <li>• Firearms pointing dashboard</li> <li>• Audit design to determine whether FRD recommendations are being applied</li> <li>• Increased number of trained reviewers</li> </ul>	188-193, 194-196
6. Foot Pursuits Review	<ul style="list-style-type: none"> <li>• Foot Pursuits Review SOP</li> <li>• Increased number of trained reviewers</li> <li>• Audit of April-December 2019 foot pursuits</li> </ul>	168-172

# 2020 Priority Reform Outcomes – Recruitment, Hiring, and Promotions

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Review Promotions Practices	<ul style="list-style-type: none"><li>• Identification of criteria, duties, knowledge, skills and abilities to inform selection process for Captains and Commanders</li><li>• Publishing qualifications and selection process internally and externally</li><li>• Transparency Plan and publication of knowledge, skills, and abilities require for Captain/Commander</li><li>• Selection of independent assessor for Sgt/Lt promotions</li><li>• Independent Expert Assessment</li></ul>	253-257, 261-264



# VII 2020 Priority Reform Outcomes – Training

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Continue to Implement Training Oversight Committee	<ul style="list-style-type: none"> <li>• TOC meeting minutes and member list (monthly)</li> <li>• Training Division annual report to Training Oversight Committee (TOC)</li> </ul>	270, 292
2. Electronically Track Training	<ul style="list-style-type: none"> <li>• Acadis/Learning Management System</li> </ul>	280, 290, 328
3. Review Field Training Program	<ul style="list-style-type: none"> <li>• Annual TOC Review of Field Training and Evaluation Program (FTEP)</li> <li>• Field Training Review Board Minutes for 2020 meetings</li> </ul>	298-301, 304-316
4. Ensure Training is Current	<ul style="list-style-type: none"> <li>• 2021 Training Plan</li> <li>• Audit of all Department training, which is a precursor to ensuring that all training materials reflect current policy</li> </ul>	277-279, 283, 412

# VIII 2020 Priority Reform Outcomes – Supervision

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Expansion of Unity of Command/Span of Control Pilot	<ul style="list-style-type: none"> <li>Report on 006th District unity of command / span of control pilot with lessons learned and expansion plans</li> </ul>	356-368
2. Design Revamped Performance Evaluation Framework	<ul style="list-style-type: none"> <li>Performance Evaluations Handbook to be developed by Civic Consulting Alliance as a guide for the revised Performance Evaluation framework</li> </ul>	369-376

## 2020 Priority Reform Outcomes – Officer Wellness

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Launch Pilot of Officer Support System (OSS)	<ul style="list-style-type: none"> <li>Officer Support System (OSS) development, testing, policy creation, and pilot launch</li> </ul>	389, 583-597, 600-605
2. Increased Wellness Services	<ul style="list-style-type: none"> <li>Officer Wellness Support Plan</li> <li>Peer Support Program (volunteer peer counselors) manual</li> <li>Expanded clinical services by hiring additional clinicians</li> </ul>	382-384, 388-392, 394-401, 403-404
3. Define Chaplains Services	<ul style="list-style-type: none"> <li>Training for Chaplains Unit members on SOPs</li> </ul>	406
4. Increased Awareness of Services	<ul style="list-style-type: none"> <li>Complete Department-wide Firearm Owners Identification (FOID) card training</li> <li>Documentation and training curriculum related to Employee Assistance Program (EAP) in-service and recruit training courses on EAP</li> </ul>	385-387

# IV 2020 Priority Reform Outcomes – Accountability and Transparency

Reform Outcome	Key 2020 Deliverables	CD ¶ Addressed
1. Increased Accessibility for Making Complaints	<ul style="list-style-type: none"> <li>Bureau of Internal Affairs (BIA) policies and department directives</li> <li>Joint protocols with Civilian Office of Police Accountability (COPA) regarding intake procedures</li> <li>BIA Brochure and plan for translation</li> </ul>	425, 432, 433
2. Improved Communication with Complainants	<ul style="list-style-type: none"> <li>BIA SOP on communications with complainants</li> </ul>	447, 448, 449, 474
3. Encourage and Protect Officers Who Report Misconduct	<ul style="list-style-type: none"> <li>Completion of relevant CPD Department-wide directives</li> </ul>	429, 436, 437
4. Launch New Accountability Case Management System	<ul style="list-style-type: none"> <li>Protocols with COPA establishing agreed-upon rules of use for CMS</li> <li>Training for relevant members on CMS use</li> </ul>	438, 486, 505-507, 509, 515
5. Begin Internally Auditing Misconduct Discipline Process	<ul style="list-style-type: none"> <li>BIA annual audit</li> </ul>	553
6. Improved Complaint Tracking	<ul style="list-style-type: none"> <li>Protocol with all relevant City departments memorializing the tracking system</li> </ul>	426, 446, 552
7. Improved Communication with Involved Officers in Misconduct Investigations	<ul style="list-style-type: none"> <li>BIA SOP on communications with officers involved in misconduct investigations</li> <li>Administrative Summary Report to be created in CMS</li> </ul>	450, 504
8. Publicly Report on CD Progress	<ul style="list-style-type: none"> <li>2019 CPD Annual Report</li> </ul>	546, 547
9. Improved Misconduct Investigation Procedures	<ul style="list-style-type: none"> <li>Updated BIA SOPs</li> <li>Lesson plans and training records for training of Accountability Sergeants</li> </ul>	455, 460, 461, 464-468, 478, 480, 481, 484, 487, 493, 494
10. Strengthened Requirements for Misconduct Investigators	<ul style="list-style-type: none"> <li>Screening and selection criteria for new investigators</li> <li>Audits on disciplinary histories of members currently serving in specialized roles</li> <li>Training plan for BIA member onboarding and annual refresher training</li> </ul>	456, 526-528, 530
11. Improved Officer Involved Shooting/ Officer Involved Death (OIS/OID) Investigation Procedures	<ul style="list-style-type: none"> <li>Feasibility study to determine possible long-term methods for improving the City's response to OIS/OID</li> <li>Protocols between CPD and COPA regarding on-scene investigations</li> </ul>	488, 492