

2019 ANNUAL REPORT CHICAGO POLICE BOARD



MESSAGE FROM THE PRESIDENT

June 30, 2020

At no time in recent history has policing in Chicago faced greater challenges. We are in the midst of nationwide protests calling for major police reform as well as an unprecedented public-health crisis brought on by the COVID-19 outbreak. Never in my lifetime has it been more important to make every effort to promote justice for all and bring about greater police accountability, while at the same time continue to work diligently to reduce crime and violence and build strong police-community relations. We have a new Mayor—former Police Board President Lori Lightfoot was elected in 2019—and a new Police Superintendent—David Brown took office in April 2020—and I am confident that with their leadership Chicago will rise to meet these challenges.

During this time of crisis and reform, the values of impartiality, transparency, and accountability are essential. The Police Board furthers these important values in the way it carries out its responsibilities, including nominating candidates for Superintendent of Police and deciding the most serious police disciplinary cases—those in which the Superintendent files charges recommending that an officer be discharged from the Chicago Police Department. I am pleased to present this report of the Board’s work in 2019.

The Board’s primary duty in the search for a new Superintendent is to represent Chicagoans and to conduct the search with independence and integrity. To that end, at the outset of the search, the Board reached out to Chicagoans to listen to their views on the qualifications and experience the next Superintendent should

possess. We held town hall meetings on the South, West, and North Sides of the City, and Board members and I met with approximately 25 community organizations. We then brought this invaluable community input into our interviews with candidates and our deliberations. From there, we completed a thorough and independent review process, after which we nominated the three candidates we deemed best-suited to lead the Chicago Police Department. A more detailed report on the Superintendent search appears below.

The Board fosters public trust by serving as an impartial decision maker in cases of alleged police misconduct, performing this duty with openness and transparency. Think of the Police Board like a court. The Board has jurisdiction over cases once charges are filed on behalf of the Superintendent of Police. It is important to remember that the Board itself is not an investigatory body, but decides cases that were investigated in the first instance by either the Civilian Office of Police Accountability or the Chicago Police Department’s Bureau of Internal Affairs. These cases range from highly visible charges of police-involved shootings or excessive force, to less visible, yet still quite important, other allegations of wrongdoing. As an impartial decision-maker, the role of the Board, like that of a court of law, is to undertake a thorough review of the evidence in each case and render a fair, unbiased decision. You will find in the following pages detailed information and statistics on the Board’s decisions in 2019.

To ensure that the Board is accountable to all stakeholders, transparency is a high priority throughout the disciplinary process. A list of cases currently before the Board, which includes a link to



the charges filed in each case and when it is scheduled for hearing, appears on our website at ChicagoPoliceBoard.org. Another important aspect of transparency is that all of the Board's disciplinary hearings, like trials in court, are open to the public. In addition, after the Board decides a case, it takes a public vote on the decision where each Board member's vote is announced and recorded. Then the Board publishes on its website the written Findings and Decision, which includes a detailed explanation of the reasons for the Board's action.

In addition to deciding disciplinary cases, the Board plays a vital role in enhancing police-community relations. At its monthly meetings, the Board provides an opportunity for members of the public to engage in direct dialogue with the Board, the Superintendent of Police, and the Chief Administrator of the Civilian Office of Police Accountability. I strongly encourage you to attend our monthly meetings, for they serve as an important forum for increasing responsiveness to the community's issues of concern.

In early 2019 a federal judge approved the Consent Decree between the City and the State of Illinois to reform nearly all aspects of policing in Chicago. In the areas of police accountability and transparency, the Police Board—working with the staff of the Mayor's Office, the Attorney General's Office, the Civilian Office of Police Accountability, the Office of the Inspector General, and the staff of the independent monitor—has made significant progress in implementing requirements of the Consent Decree. We revised our process for handling disciplinary cases, publish more data about our decisions, and put in place a new policy for responding to community input received at our monthly meetings. More information on these and other reforms appears in the Consent Decree section below.

We were deeply saddened by the recent loss of two long-time

colleagues. Former Police Board Member Scott Davis died in April 2020 after a courageous struggle with ALS. Scott joined the Board in 1989 and was its Vice President from 1996 to 2013. He was the longest-serving member in the Board's history. With his intelligence, thoughtfulness, and uncompromising ethics, Scott served our City with great distinction. While he excelled in his work and in teaching, devotion to family and friends was most important in his life.

Also in April 2020, long-time Police Board Hearing Officer Thomas Johnson was tragically killed along with his wife, Leslie Jones. Tom was an outstanding hearing officer and a wonderful man. All of us on the Board admired and respected Tom's deep knowledge of the law and commitment to fairness. His work was of the highest caliber. Most importantly, he was in our eyes and by all accounts a thoughtful, kind, and caring man. We will miss Tom and Scott greatly, and we offer our prayers and condolences to their families and friends.

The members of the Board are a professional and diverse group of Chicagoans who devote an extraordinary amount of time and effort to their public responsibilities. We all live in the City and therefore have a stake in making sure that all Chicagoans receive the most constitutional, respectful, effective, and professional police protection and service possible. My colleagues on the Board, our staff, and I remain committed to performing our duties with independence, integrity, and fairness to all involved.

Sincerely,

Ghian Foreman
President
Chicago Police Board



MEMBERS OF THE POLICE BOARD

The members of the Police Board are Chicago residents appointed by the Mayor with the advice and consent of the City Council.



GHIAN FOREMAN
PRESIDENT

President & CEO, Emerald South Economic Development Collaborative
Joined Board on June 30, 2010
Current Term Expires on August 10, 2023



PAULA WOLFF
VICE PRESIDENT

Director, Illinois Justice Project
Joined Board on June 27, 2018
Current Term Expires on August 10, 2024



MATTHEW C. CROWL

Partner, Riley Safer Holmes & Cancila LLP
Joined Board on September 18, 2019
Current Term Expires on August 10, 2024



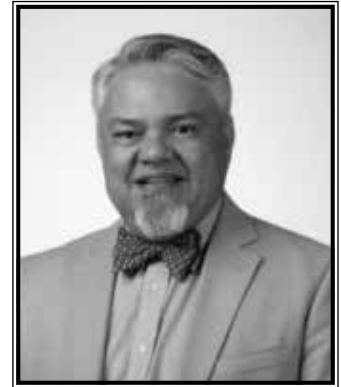
REV. MICHAEL EADDY

Pastor, People's Church of the Harvest
Joined Board on February 5, 2014
Current Term Expires on August 10, 2023



STEVE FLORES

Partner, Winston & Strawn LLP
Joined Board on November 1, 2016
Current Term Expires on August 10, 2022



JORGE MONTES

Principal, Montes & Associates PC
Joined Board on January 15, 2020
Current Term Expires on August 10, 2022



JOHN P. O'MALLEY JR.

Director of Corporate Security, William Blair & Co.
Joined Board on January 25, 2017
Current Term Expires on August 10, 2024



RHODA D. SWEENEY

Retired Judge of the Circuit Court of Cook County
Joined Board on February 5, 2014
Current Term Expires on August 10, 2023



ANDREA L. ZOPP

President and CEO, World Business Chicago
Joined Board on November 21, 2017
Current Term Expires on August 10, 2022

The Police Board members serve in their individual capacities and not as representatives of any entity by which they are employed.

POWERS AND RESPONSIBILITIES

The Police Board is an independent civilian body that oversees certain activities of the Chicago Police Department. The Board derives its authority from city ordinance and state law, and its primary powers and responsibilities during 2019 are listed below.

The Police Board:

- Decides disciplinary cases when the Superintendent of Police files charges to discharge a sworn officer from the Police Department, or to suspend an officer for more than 30 days.
- Resolves matters in which the Chief Administrator of the Civilian Office of Police Accountability and the Superintendent of Police do not concur regarding discipline of an officer.
- Considers applications, conducts interviews, and submits to the Mayor a list of three candidates for the position of Superintendent of Police when there is a vacancy in that position.
- Adopts the rules and regulations governing the Police Department.
- Holds monthly meetings that provide an opportunity for all members of the public to present questions and comments directly to the Board. The Superintendent of Police (or his designee) and the Chief Administrator of the Civilian Office of Police Accountability (or her designee) also attend these meetings.



SUPERINTENDENT SELECTION

The Board participates in the selection of the Superintendent of Police by reviewing applications, conducting interviews, and nominating three candidates for consideration by the Mayor.

Immediately after Eddie Johnson announced on November 7, 2019, his plans to retire as Superintendent, the Board began the process of searching for a permanent successor. On November 21, the Board made available on its website the application materials, which required each applicant to discuss in detail their experience in leading proactive crime-reduction initiatives, significant advances in training and accountability, and proven strategies for increasing trust between police officers and the communities they serve.

An essential part of the search process was a series of listening sessions the Board held across the City to provide Chicagoans opportunities to express their views on the qualifications and experience the Board should be looking for in the next Superintendent. The full Board hosted three town hall meetings in December on the South, West, and North Sides of the City. In addition, President Foreman and other Board members met individually with approximately 25 organizations.

The Board set an application deadline of January 13, 2020, and received 25 applications. The Board members each reviewed all applications, in which each candidate addressed a series of questions about what they had done in respect to the skills and

experiences the Board had determined—in part based on community input—that are essential to being a successful leader of the Chicago Police Department. These included building strong community relations, reducing crime and violence, and developing strategies to build the competence of the police force through training and exposure to the most effective policing practices.

The Board members then met in executive session to discuss the 25 applicants and identify the most-qualified candidates. The Board conducted in-depth interviews with nine candidates over several days in late January. The Board then undertook a thorough review of the candidates' professional accomplishments and reputations.

On April 1, 2020, the Board announced its three nominees for Superintendent of Police:

- **David Brown**, Chief of Police of Dallas, Texas, from 2010 to 2016;
- **Ernest Cato III**, Deputy Chief of Patrol for the Chicago Police Department; and
- **Kristen Ziman**, Chief of Police of Aurora, the second-largest city in Illinois.

Mayor Lori Lightfoot appointed David Brown to the position on April 2. The City Council confirmed the appointment on April 22, 2020.



DISCIPLINARY MATTERS

Summary of the Disciplinary Process

The process for addressing allegations of misconduct by sworn officers of the Chicago Police Department (CPD) is carried out by several independent City agencies, each of which has a different role. This section summarizes how complaints of misconduct are received and investigated, and then describes the role of the Police Board.

The Civilian Office of Police Accountability (COPA), CPD, and the Police Board have different powers and duties. The responsibility to receive complaints of alleged misconduct by sworn officers rests with COPA (any member of the public who has a complaint about the conduct of a Chicago police officer should file it with COPA—go to ChicagoCOPA.org for more information). Depending on the nature of the allegations, either COPA or CPD investigates the complaint; in certain instances, the complaint is referred for investigation to the City’s Office of Inspector General (OIG).

At the conclusion of an investigation, and once the Superintendent files charges, the Police Board’s role is to decide those disciplinary matters that are filed with the Board. The Board cannot on its own reach out and investigate or hold a disciplinary hearing against a police officer suspected of misconduct; rather, the Board can take action only after the Superintendent of Police files charges against an officer. The Board understands the concerns and frustrations that people may have about police misconduct, but is legally obligated to remain neutral and fair, just as is expected of a judge in court.

1. A Complaint is Received and Investigated

As noted above, COPA is responsible for receiving all complaints of alleged misconduct made against an officer. In addition to a member of the public filing a complaint, CPD personnel, including supervisors, may file a complaint against an officer.

Once a complaint is received, an investigation is initiated. COPA is responsible for conducting investigations into allegations of the following types of misconduct:

- excessive force,
- domestic violence,
- coercion,
- bias-based verbal abuse,
- improper search or seizure, and
- unlawful denial of access to counsel.

COPA also investigates certain incidents even if no allegation of misconduct has been made, including all incidents where: (a) a CPD member discharges a firearm in a manner that could potentially strike someone, or discharges a stun gun or taser in a manner that results in death or serious bodily injury; and (b) a person dies or sustains a serious bodily injury while detained or in police custody, or as a result of police actions.

All complaints concerning types of alleged misconduct other than those within COPA’s jurisdiction are referred to CPD’s Bureau of Internal Affairs (BIA) for investigation. Allegations investigated by BIA include but are not limited to criminal misconduct, operational violations, theft of money or property, planting of drugs, substance abuse, residency violations, and medical-roll abuse.

2. Decision Regarding Disciplinary Action

If the head of COPA or BIA (depending on which agency conducted the investigation) recommends that one or more allegations be sustained—that is, the allegation is supported by substantial evidence—a recommendation for discipline is submitted to the Superintendent of Police.

The Superintendent must respond to a disciplinary recommendation from COPA within 60 days (this deadline may be extended by an additional 30 days). If the Superintendent proposes no discipline or less discipline than COPA, the Superintendent and the Chief Administrator of COPA must meet to discuss the matter. If the Chief Administrator does not concur with the Superintendent’s reasons for the differing disciplinary action, the Chief Administrator shall refer the matter to one member of the Police Board.

The reviewing Police Board member shall then resolve the disagreement between the Chief Administrator and the Superintendent. If, in the opinion of the reviewing member, the Superintendent’s response does not meet its burden of overcoming the Chief Administrator’s recommendation for discipline, the recommendation shall be deemed to be accepted by the Superintendent. The reviewing member must recuse her/himself from any future involvement with such case by the full Police Board.

3. The Police Board’s Role

Think of the Police Board like a court. The Police Board’s role in the disciplinary process is to decide whether the charges brought against an officer are proved by a preponderance of the evidence, and if so, to determine the severity of the discipline that will be imposed against an officer. Whether a case comes to the Police Board depends on the seriousness of the potential discipline recommended.

Discharge Cases. In order to discharge a sworn officer from the Chicago Police Department, the Superintendent must file with the Board charges against the officer. The case is assigned to a hearing officer, who presides over an evidentiary hearing that is similar to a trial in court. Attorneys for the Superintendent and the accused officer have an opportunity to present evidence and cross-examine witnesses, and the hearings are open to the public. The typical case begins with opening statements. The Superintendent’s case against the officer is presented first. The officer, usually represented by an attorney, may then present evidence

in defense and mitigation. Each party may call and examine witnesses under oath (the Board has its own subpoena power to ensure the presence of witnesses). Hearsay evidence is not admissible. Following the officer's case, the Superintendent's attorney has an opportunity to offer rebuttal evidence. The hearing concludes with closing arguments.

Once the hearing is completed, the members of the Board thoroughly review the evidence and then decide, by majority vote, whether the officer is guilty of one or more of the charges. The Superintendent has the burden to prove the charges by a preponderance of the evidence (a less rigorous standard than the beyond-a-reasonable-doubt standard used in criminal cases). If the Board finds the officer guilty of one or more charges, it determines the penalty after considering the officer's complimentary and disciplinary histories and any evidence presented in mitigation or aggravation. The penalty may be discharge or a lesser penalty (in certain types of cases the Board may attach conditions to a suspension, such as treatment for alcohol abuse). If the Board finds the officer not guilty of all charges, the officer is restored to duty and awarded back-pay for the time served

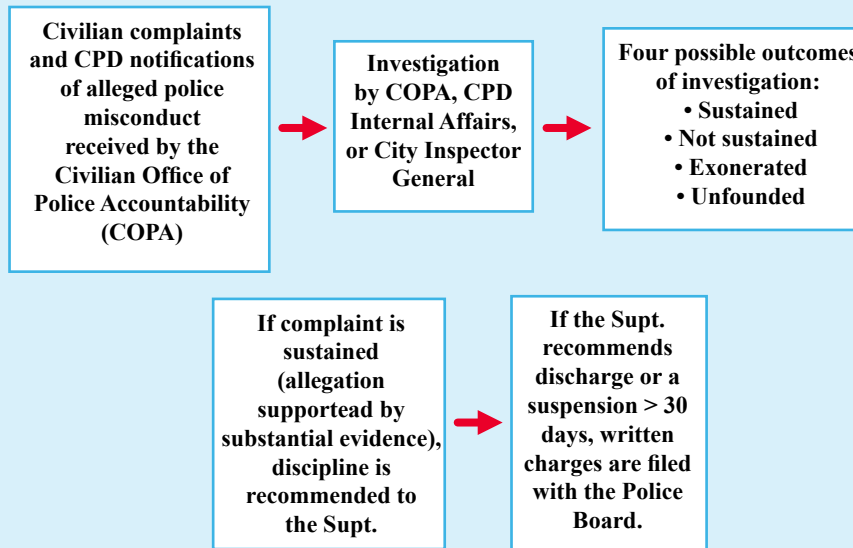
under suspension (the officer is ordinarily suspended without pay when the charges are filed). The Board publicly votes on the case at one of its monthly meetings. The written decision is posted on the Board's website.

Suspension Cases. If the Superintendent suspends an officer below the rank of sergeant for a period from 31 days through one year, the officer has the right to request review by the Board; if a timely request is made, the Superintendent is to file written charges against the officer, and the Board will then hold an evidentiary hearing, as described above.

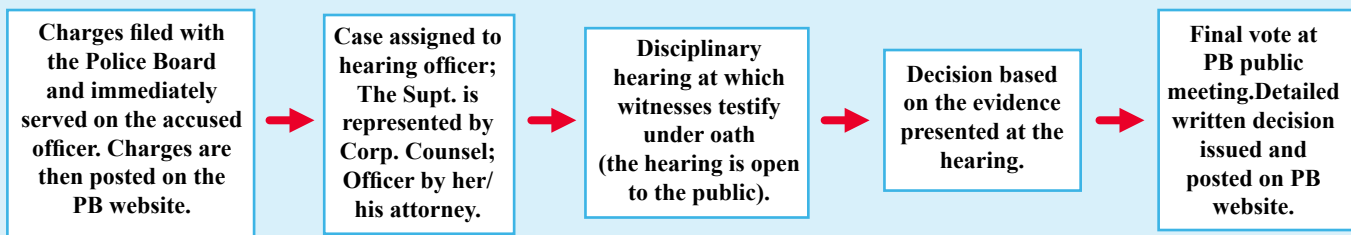
In order to suspend an officer of the rank of sergeant or above for a period of more than 30 days, the Superintendent must file written charges, and the Board will then hold an evidentiary hearing, as described above.

Under the current union contracts, an officer does not have the option of requesting Police Board review of a suspension of 30 days or fewer (except in cases in which the union decides to not advance a police officer's grievance to arbitration).

How does a case reach the Police Board?



How does the Police Board decide cases?



Reviews of Disciplinary Recommendations Under the COPA Ordinance

As noted above, when the Chief Administrator of COPA and the Superintendent of Police do not concur regarding discipline of a Department member, the Chief Administrator shall refer the matter to one member of the Police Board.* The reviewing Board member shall then resolve the disagreement between the Chief Administrator and the Superintendent, as follows:

- If, in the opinion of the reviewing Board member, the Superintendent's response does not meet its burden of overcoming the Chief Administrator's recommendation for discipline, the Chief Administrator's recommendation shall be deemed to be accepted by the Superintendent.

- If, in the opinion of the reviewing Board member, the Superintendent met the burden to overcome the Chief Administrator's recommendation for discipline, the Superintendent's response shall be implemented.

The tables below show the outcomes of reviews referred in 2019 and over the past five years.

* Prior to 2017, these matters were reviewed by a panel of three members of the Police Board.

Referred for Review in 2019		
Chief Administrator's Recommendation for Discipline	Reviewing Member Ruled for Chief Administrator	Reviewing Member Ruled for Superintendent
Discharge from CPD	3	0
Suspension > 30 days	1	0
Suspension 11 - 30 days	1	0
Suspension 1 - 10 days, Reprimand, or Violation Noted	3	10

Referred for Review in 2015 - 2019		
Chief Administrator's Recommendation for Discipline	Reviewing Member Ruled for Chief Administrator	Reviewing Member Ruled for Superintendent
Discharge from CPD	11	1
Suspension > 30 days	5	0
Suspension 11 - 30 days	3	3
Suspension 1 - 10 days, Reprimand, or Violation Noted	4	12



Discharge Cases

Cases Filed by the Superintendent

In 2019, the Superintendent filed charges against 17 sworn officers recommending they be discharged from the Chicago Police

Department. The table below shows the data on charges filed over the past five years, broken out by the agency that conducted the investigation.

DISCHARGE CASES FILED, 2015-2019				
# of officers charged by the Superintendent				
Year	IPRA/COPA	BIA	OIG	TOTAL
2015	4	13	0	17
2016	7	11	6	24
2017	8	8	0	16
2018	8	5	0	13
2019	8	9	0	17
Total	35	46	6	87

Cases Decided by the Police Board

In 2019, the Police Board decided or otherwise disposed of cases involving 19 officers that the Superintendent recommended be discharged from the Chicago Police Department, as shown in the table below.

DISCHARGE CASES DECIDED IN 2019 (# OF OFFICERS)				
Primary Charges (Investigation)	Guilty & Discharged	Guilty & Suspended	Not Guilty or Charge W/D	Resigned*
Excessive Force--On Duty (COPA)	2	1	0	0
Other On-Duty Misconduct (COPA)	0	0	0	0
Domestic Altercation--Off Duty (COPA)	2	0	0	0
Other Off-Duty Misconduct (COPA)	0	1	0	0
Drug/Alcohol Abuse (BIA)	1	0	0	2
Bribery/Official Corruption (BIA)	0	0	0	0
Commission of a Crime (BIA)	1	0	0	1
Conduct Unbecoming--Off Duty (BIA)	1	0	0	0
Operation/Personnel Violations (for example, false reports, medical roll, insubordination, residency) (BIA or OIG)	5	0	1	1
Total	12	2	1	4

*The officer resigned from the CPD prior to a hearing rather than contest the charges, and the charges were therefore withdrawn.

Over the past five years, the Police Board has decided or otherwise disposed of discharge cases involving 87 officers. See the table below for the outcomes of these cases.

DISCHARGE CASES DECIDED, 2015-2019			
	#Officers	% of Cases to a Hearing	% of all Cases
Cases to a Hearing			
Guilty, Discharged	39	63.9%	44.8%
Guilty, Suspended	9	14.8%	10.3%
Not Guilty	12	19.7%	13.8%
Charges Dismissed	1	1.6%	1.1%
Total	61	100.0%	70.1%
Resolved Prior to Hearing			
Resigned from CPD	21		24.1%
Settlement	0		0.0%
Other	5		5.7%
Total	26		29.9%
Grand Total	87		100.0%

Suspension Cases

Cases Filed by the Superintendent

In 2019, the Superintendent filed charges against 2 sworn officers recommending they be suspended for more than 30 days. The ta-

ble below shows the data on charges filed over the past five years, broken out by the agency that conducted the investigation.

Suspension Cases Filed(>30 Days) 2015-2019				
# of officers charged by the Superintendent				
Year	IPRA/COPA	BIA	OIG	TOTAL
2015	1	0	0	1
2016	1	0	1	2
2017	1	0	0	1
2018	0	0	0	0
2019	2	0	0	2
Total	5	0	1	6

Cases Decided by the Police Board

In 2019, the Police Board decided or otherwise disposed of cases involving 4 sergeants that the Superintendent recommended be suspended for more than 30 days:

- In two cases (both investigated by IPRA/COPA), the Board found the sergeant guilty and ordered the suspension recommended by the Superintendent.
- In one case (investigated by OIG), the Board found the sergeant guilty and issued a reprimand.

- In one case (investigated by IPRA/COPA), the sergeant resigned from the CPD prior to a hearing on the charges.

Over the past five years, the Police Board has decided or otherwise disposed of cases involving 7 officers whom the Superintendent recommended be suspended for more than 30 days, as detailed in the table below.

Suspension Cases (>30 Days) Decided, 2015-2019			
	#Officers	% of Cases to a Hearing	% of all Cases
Cases to a Hearing			
Guilty, Recommended Penalty	2	40.0%	28.6%
Guilty, Penalty Increased	0	0.0%	0.0%
Guilty, Penalty Reduced	2	40.0%	28.6%
Not Guilty	1	20.0%	14.3%
Total	5	100.0%	71.4%
Resolved Prior to Hearing			
Resigned from CPD	1		14.3%
Settlement	1		14.3%
Other	0		0.0%
Total	2		28.6%
Grand Total	7		100.0%

Amount of Time to Bring Charges and Decide Cases

As noted above, once a complaint of alleged misconduct is received, it is investigated by COPA, BIA, or OIG and then reviewed by the Superintendent. If the recommended discipline falls within the jurisdiction of the Police Board, the Superintendent files charges with the Board. The Board will then hold an evidentiary hearing and decide the case.

The table below presents data on the average amount of time it takes to bring charges and to decide cases. The information below is for the 12 cases that the Board decided in 2019 following an evidentiary hearing (6 of these cases were investigated by COPA, 4 by BIA, and 2 by OIG; 2 of the 12 cases each involved charges against more than one officer).

Police Board Cases Decided in 2019		
	Median # of Days (12 cases)	Mean # of Days (12 cases)
Investigation and Review		
From date of incident to filing of charges with Police Board	1046 (2.9 years)	1284 (3.5 years)
From date complaint received by investigating agency (COPA, BIA, or OIG) to filing of charges with Police Board	959 (2.6 years)	1190 (3.3 years)
Police Board		
From filing of charges with Police Board to 1st day of Police Board hearing	245 (8.1 months)	407 (13.4 months)
From filing of charges with Police Board to Police Board decision	342 (11.2 months)	496 (16.3 months)
Entire Process		
From date of incident to Police Board decision	1572 (4.3 years)	1780 (4.9 years)
From date of complaint received to Police Board decision	1430 (3.9 years)	1686 (4.6 years)

Appeals of Police Board Decisions

Under Illinois law, the parties to a Police Board disciplinary case (the Superintendent and the accused officer) have the right to appeal the Board’s decision by filing a petition for administrative review in the Circuit Court of Cook County. A party dissatisfied with the Circuit Court’s review of a Police Board case may appeal to the Appellate Court of Illinois.

The sections below provide data on suits in administrative review during 2019, and historical data on appeals filed since 2015. As noted above, a particular case may be reviewed at several levels; in addition, court rulings may cause the Board to issue more than one decision in the same case. The data on court decisions in the sections below pertain to *final* court decisions regarding the

Board’s *original* decision. (A court decision is considered final when the time limit for filing an appeal has expired and no appeal has been filed.)

In 2019, 11 Police Board decisions were appealed to the Circuit Court of Cook County (all by the accused officers). No Circuit Court decisions were appealed to the Illinois Appellate Court in 2019.

Courts issued final decisions regarding 3 Police Board decisions in 2019. In each of these cases, the Circuit Court of Cook County affirmed the Board’s decision.

Appeals Filed Since January 1, 2015					
PB Decisions Upheld*	% Upheld	PB Decisions Reversed	% Reversed	PB Cases Pending Final Court Decision**	PB Decisions Appealed
26	89.7%	3	10.3%	11	40
<i>* Police Board affirmed or appeal dismissed</i>					
<i>** Cases (1) currently before a court, or (2) for which the time limit for appealing a court decision has not yet expired</i>					
<i>Data as of December 31, 2019</i>					



CONSENT DECREE

On January 31, 2019, the U.S. District Court approved a Consent Decree between the State of Illinois and the City of Chicago. The goals of the Consent Decree include ensuring lawful and constitutional policing, building trust between police officers and the communities they serve, promoting community and officer safety, and providing CPD members with the resources and support they need. To achieve these goals, the Consent Decree “requires changes in the areas of community policing; impartial policing; crisis intervention; use of force; recruitment, hiring, and promotions; training; supervision; officer wellness and support; accountability and transparency; and data collection, analysis, and management.” (Consent Decree, page 1.)

In the areas of police accountability and transparency, the Consent Decree requires various reforms pertaining to the Police Board. In response to these requirements, the City and the Board have taken the following actions: (1) established selection criteria for Police

Board members and hearing officers; (2) amended the Board’s Rules of Procedure to incorporate Consent Decree requirements into the process for handling disciplinary cases; (3) implemented a policy for documenting, tracking, and responding to community input received at the Board’s monthly community meetings; and (4) published additional case-specific and aggregate data about Police Board decisions. In addition, the Board continues to work on developing a policy and curriculum for Board members and hearing officers to receive high-quality training on a variety of topics, including the law on police use of force and stops, searches, and arrests; police tactics; impartial policing; policing individuals in crisis; procedural justice; and community outreach.

A detailed report of the status of all requirements pertaining to the Police Board is updated regularly and posted on the Board’s website.

OUTREACH ACTIVITIES

The Board holds monthly public meetings at Chicago Public Safety Headquarters, 3510 South Michigan Avenue. Meetings take place in the evening, and all members of the public are invited to attend and are welcome to address questions or comments to the Board. The Superintendent (or his designee) and the Chief Administrator of the Civilian Office of Police Accountability (or her designee) also attend these meetings. In addition to receiving input from the community and a report from the Superintendent, the Board votes on disciplinary actions and reports on other matters.

The Board maintains a website at ChicagoPoliceBoard.org. The site provides the public with the Board’s decisions in disciplinary cases, a schedule of cases currently before the Board, a guide to the disciplinary process, the rules and regulations governing the Police Department, and other material.

The President of the Board frequently meets with members of the community and is available to the media to provide information on the Board’s operations and the disciplinary process.

PERSONNEL & BUDGET

Executive Director Max A. Caproni serves as the Board’s Secretary and manages the day-to-day operations of the Board. The Board’s hearing officers, experienced attorneys who preside over disciplinary hearings, serve the Board on an hourly basis.

The Police Board’s budget is proposed by the Mayor and approved by the City Council as part of the annual appropriation ordinance. The appropriation was \$465,978 for 2019.



ChicagoPoliceBoard.org

For further information please contact:

**Chicago Police Board
30 North LaSalle Street, Suite 1220
Chicago, Illinois 60602**

312-742-4194