



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

INTEGRITY • TRANSPARENCY • INDEPENDENCE • TIMELINESS

CO PA LAUNCH UPDATE

Q2 2017

During this most recent quarter, the Civilian Office of Police Accountability (“COPA”) has made significant progress towards the official agency launch to occur on September 15, 2017. This report highlights some of the key accomplishments and future goals.

Hiring Progress

One critical component of the preparatory work has involved staffing the agency with the best and brightest talent from across the country. Beginning in November of 2017, COPA’s senior leadership team has been hard at work recruiting talent to Chicago to populate the new agency. Our national recruiting efforts resulted in a strong applicant pool allowing us to staff COPA with qualified, experienced professionals. As of the close of Q2 2017, COPA staffing is up to nearly 85% of its 141 full-time employee capacity.

Title	# of Positions	# of Vacancies Available	# of Applications Received	Job Posting Status/Application Deadline
Administration				
Chief Administrator	1	0	N/A	Position Filled
1 st Deputy Chief Admin	1	1	TBD	Posting Open Until Position Filled
Chief of Staff	1	0	N/A	Position Filled
Executive Admin Assistant	1	0	N/A	Position Filled
Dir., Admin Serv.	1	0	197	Position Filled
Dir., Training & Prof. Dev	1	0	58	Position Filled
Dir., Info Systems	1	0	42	Position Filled
Dir., Public Policy & Leg. Affairs	1	0	N/A	Position Filled
Admin Services Officer II	1	0	317	Position Filled
Admin Assistant II	3	0	720	Position Filled
Inquiry Aide III	1	0	836	Position Filled
Policy Analyst	1	0	149	Position Filled
Senior Info Analyst	2	0	71	Position Filled
Technical Support Admin	1	0	200	Position Filled
Other	15	15	N/A	Postings Pending
Investigations				
Chief Investigator	3	0	N/A	Position Filled
Supervising Investigator	15	3	361	Posting Closed
Major Case Specialist	15	0	227	Position Filled

Investigator	45	0	956	Position Filled
Dir., Quality Management	1	1	67	Posting Closed
Quality Mgmt. Analyst	2	0	108	Posting Filled
Evidence Specialist	2	1	25	Posting Closed
Digital Forensic Analyst	2	1	25	Posting Closed
Data Entry Operator	2	1	649	Posting Pending
Legal				
General Counsel	1	0	N/A	Position Filled
Supervising Staff Attorney	1	0	N/A	Position Filled
Senior Litigation Counsel	1	0	53	Position Filled
Attorney	6	0	123	Position Filled
Supervising Paralegal	1	1	42	July 20, 2017
Paralegal II	5	0	87	Position Filled
Clerk IV	1	0	905	Position Filled
Public Affairs				
Deputy Chief Administrator/Public Information Officer	1	0	N/A	Position Filled
Dir., Community Outreach & Engagement	1	1	135	Posting Filled
Senior Public Info Officer	2	0	71	Position Filled
Community Case Liaison	2	0	425	Position Filled
Total	141	24		

COPA Academy



Pictured: Graduates and COPA senior leadership at the first COPA Academy graduation held June 30, 2017 at Chicago State University

COPA Academy, a six-week training program for Investigative and Legal staff members, launched its first class in mid-May. The agency celebrated the graduation of 36 staff members from this inaugural session of COPA Academy in a ceremony held at Chicago State University on Friday, June 30th.

Chief Administrator Sharon Fairley congratulated the first class of graduates for their successful completion of the training curriculum and the commitment to performance excellence they demonstrated throughout the session. Based on classroom evaluations, the graduates, all experienced investigative and legal professionals, found the training valuable and informative.

The primary purpose of COPA Academy is to provide supervisors, major case specialists, investigators, and attorneys with training on investigative strategies and tactics, and specifically, to establish clear performance expectations for COPA investigative practices. The Academy also includes training modules on implicit bias, complaint intake, procedural justice, investigative strategies and tactics and important legal concepts. The Academy is taught by COPA senior leaders as well as outside subject matter experts and combines classroom training with hands-on practical exercises.

COPA Academy's second training class begins on July 24, 2017.

Feedback from Public Comment on COPA Rules

COPA posted on its website a first draft of rules for public comment and feedback for 45 days beginning on April 15, 2017. Because we believe it is important to the agency's core value of transparency to give the public an opportunity to provide feedback on how they believe our agency should operate, we have aggregated the comments received and are publicly sharing them –unedited- in this report as well as on the COPA website www.chicagocopa.org

Comment #1.

Page #11. Last paragraph, fourth sentence of Gathering Evidence.

- §3.6 Gathering Evidence
Pursuant to MCC §2-78-120(k), subject to applicable law, COPA investigators may review the complaint history of a member of the Department in order to inform a current investigation. The COPA investigator will attempt to ascertain all the facts relevant to the allegation or the incident that has occurred. The investigation will include a broad review of an incident or allegation with the objective of understanding the role of each of the Department members involved in the incident or the alleged conduct.

Comment #2.

Page #14.

- A period after the very last word on the page, specifically, "herein".

Comment #3

- The document would be more functional with hyperlinks to the relevant ILCS statute, MCC ordinance or referenced section of the COPA rules,
- §1.3 Defines “Final Summary Report”, but §4.2.1 uses the terminology Summary Report of Investigation (SRI).
- §3.10.2 includes somewhat confusing language: “Upon receipt of notification of an incident resulting in the injury of a civilian, the intake investigator will consult with the Deputy Chief of Intake who will determine whether the incident warrants a response to the scene of the incident. If the on-call Supervising Investigator determines that a scene response is necessary.....” This seems to combine incidents that occur during and after office hours; is it meant to address each

scenario separately? Also, currently it is the on-call Deputy, not Supervisor, who determines whether we respond.

- §3.10.3.1
 - Should “serious bodily injury” be defined in §1.3?
 - In the third bullet point, “Any” appears to be capitalized unnecessarily following the semi-colon, and this section uses the term “serious injury” when the other passages use “serious bodily injury.”
 - Should the third bullet point include language to the effect of, “while exercising police powers”?
- 3.10.3.2 does not limit the COPA response to off-duty incidents that occur in Chicago or nearby municipalities. While COPA will investigate out-of-city/state incidents, the local law enforcement will handle the criminal investigation, which complies with PCRIA, without an immediate response from COPA always being feasible or necessary.
- §3.10.4 documents that Major Accident Investigations Unit will notify COPA; should this provision also allow for notification from the Department or OEMC?
- §4.2 – seems odd to just have a title with only one subsequent provision.
- §4.2.1 does not include the Findings specific to Officer-Involved Shootings (Within Policy, Not Within Policy, and No Determination).
- §4.5 -- does this mean that the redacted SRIs will be posted on COPA’s website after the officer has been served with disciplinary charges, but before the officer serves the suspension or appeals the discipline? Will discipline that was reduced due to officer-appeals be published and/or data collected to track instances when the COPA/Department discipline recommendations were reduced/overruled by Police Board, District Court or grievances?

Comment #4

- Add to 3.9 Representation
- Add: “the time of such breaks and who requested the breaks will be recorded.”
Also add: “The same attorney may not represent both the person under investigation and witnesses in the same matter.”
- Comment: The DOJ Report indicates such wording at minimum should be added.
3.10.34 Interviews of Department Members should read “in most non-shooting cases, COPA will seek to interview the person under investigation

within 48 hours and all involved Department members within one week. In most shooting cases, COPA will seek to interview all involved Department members within 24 hours of the shooting.”

- Comment: The proposed wording “In most case, COPA will strive to interview all involved Department members within six months of the incident” appears to sanction delay. Six months is much too long, allowing for Department members to coordinate their responses and for memories to fade. The final report is due in six months and that cannot be done if interviews are delayed so long.
- Add to 4.1.2 Mediation
“Complainants will be invited to participate in mediation.”
- Comment: If mediation is to be real mediation the complainants must be offered the opportunity to participate. We also suggest not mentioning the Collective Bargaining Agreement in specific provisions, such as in 2.5 last sentence, since the new agreement may have changes.

Comment #5

- §3.10.3.1 Authority
This section references PCRIA and then proceeds to define what the classification of "Major Case Incidents" includes. Each of the bullet points contain language concerning "serious injury." As PCRIA applies only to officer involved deaths (not cases involving serious bodily injury), referencing the statute immediately prior to defining "Major Case Incidents" is potentially misleading as to the jurisdiction PCRIA conveys. It is understood that classifying a use of force as a Major Case Incident speaks more to COPA's response policy rather than jurisdiction, but this is why the reference to PCRIA in §3.10.3.1 may be misleading.
- §3.10.3.5 Standard for Excessive Force Cases
For officer-involved shooting investigations, why the change from the traditional investigative findings (exonerated, sustained, not sustained) as defined in §4.1.1? What are the practical/operational ramifications of the new outcome entitled "No Determination?" How is this different (or is it different?) from the traditional not sustained finding?