

ANNUAL REPORT



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

INTEGRITY ● TRANSPARENCY ● INDEPENDENCE ● TIMELINESS

2017

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I. Authority

The Civilian Office of Police Accountability (COPA) was created by the Chicago City Council on October 5, 2016. After months of development and planning, COPA officially launched on September 15, 2017. COPA intakes all complaints of police misconduct involving the Chicago Police Department (“the Department”), and investigates complaints involving excessive force, domestic violence, coercion, verbal abuse, unlawful search or seizure, and unlawful denial of counsel. COPA also investigates certain types of incidents including all officer-involved firearm discharges, all officer-involved deaths, and any incident involving an officer that results in serious bodily injury.

The mission of COPA is to:

- Provide a just and efficient means to fairly and timely conduct investigations within our jurisdiction;
- Determine whether allegations of police misconduct are well-founded;
- Identify and address patterns of police misconduct; and
- Make policy recommendations to improve the Department, thereby reducing incidents of police misconduct.

COPA is also required to provide quarterly and annual updates on its performance. This report provides information concerning COPA’s annual operations for the entirety of 2017 and summary statistical data on COPA’s investigative work from September 15, 2017 to December 31, 2017.¹ To learn more about COPA, please visit www.chicagocopa.com.

II. 2017 Data Analysis

a. Methodology

To fulfill the requirements in Municipal Code 2-78-150, COPA pulled all data on or after

¹ The data in this report is reported from and after September 15, 2017, the date COPA took over responsibility for conducting investigations from its predecessor, the Independent Police Review Authority (IPRA). Any data reported herein for periods prior to September 15, 2017 is attributed to investigations conducted by IPRA.

January 2, 2018 and before February 6, 2018. Data is accurate as of the date of the query. COPA queries data for each report and updates previously reported data as necessary. This may result in slight changes from quarter to quarter. Thus, these reports reflect accurate and complete data at the time of publication. For Section II of the report, data for Q3 2017 is from September 15, 2017 to September 30, 2017, and data for Q4 2017 is from October 1, 2017 to December 31, 2017.

The data in this Section II of the report is presented in an order similar to COPA's investigative process: received complaints and notifications, pending investigations, and concluded investigations.

b. Intake – Complaints and Notifications Received

From September 15, 2017 to December 31, 2017, COPA received 1,193 matters for investigation. Of those, 848 fell of COPA's jurisdiction, and thus, were referred to the Bureau of Internal Affairs (BIA). COPA retained 345 matters for investigation. Of those, 308 were complaints received from individual complainants and 37 were notifications received from the Department.

Complaints and Notifications Received			
	Q4 2017	Q3 2017	Total
Total Intake	998	195	1,193
Complaints			
Retained by COPA	265	43	308
Referred to BIA	633	133	766
Notifications			
Retained by COPA	32	5	37
Referred to BIA	68	14	82

Figure 1: Matters received.

Of complaints retained for investigation, those involving allegations of Fourth Amendment violations made up 42.2% of COPA's complaint intake. Fourth Amendment violations span a wide breadth of fact patterns, including allegations

concerning improper searches or seizures, unlawful stops, and unlawful denials of counsel.

Complaint-based Investigations			
Category	Q4 2017	Q3 2017	Total
Fourth Amendment	114	16	130
Excessive Force	65	16	81
Civil Suits	43	3	46
Domestic Violence	15	1	16
Miscellaneous ²	13	0	13
Verbal Abuse	8	7	15
Coercion	7	0	7
Total	265	43	308

Figure 2: Complaints retained for investigation by COPA.

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² Miscellaneous captures various complaints and notifications that, based on the known fact pattern and alleged conduct, do not fall within specific categories.

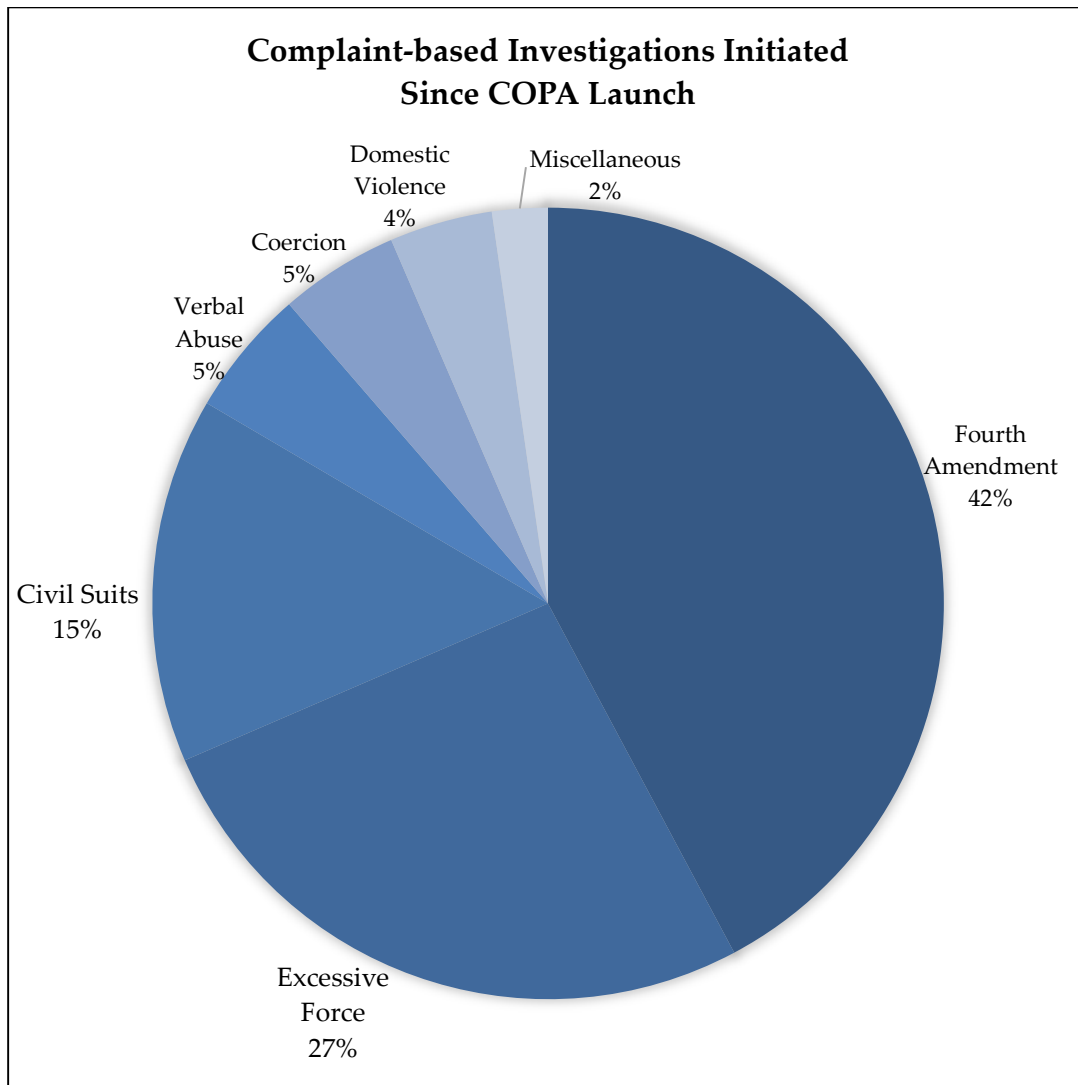


Figure 3: Complaints retained for investigation by COPA.

Since launching, COPA has retained 37 matters for investigation that were initiated from Department notifications, including 17 firearm discharges, 18 incidents occurring in a lock up facility,³ 1 motor vehicle-related death, and 1 taser discharge.

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³ COPA investigates incidents in which an individual dies or sustains serious bodily injury while detained or in the custody of the Department.

Notifications			
Weapon Discharges	Q4 2017	Q3 2017	Total
Firearm Discharge Striking an Individual	2	0	2
Firearm Discharge Not Striking an Individual	4	3	7
Firearm Discharge at an Animal	6	2	8
Taser Discharge Retained for COPA Investigation	1	0	1
Total	13	5	18
Other	Q4 2017	Q3 2017	Total
Incidents in Lock Up	18	0	18
Motor Vehicle-related Death	1	0	1
Total	19	0	19

Figure 4: Notifications retained for investigation by COPA.

COPA made 15 notifications or referrals to external agencies during this time period.

Notifications or Referrals to External Agencies			
Agency	Q4 2017	Q3 2017	Total
Federal Bureau of Investigation	0	0	0
Cook County State's Attorney	5	0	5
Cook County Sheriff's Office	1	0	1
City of Chicago Office of Inspector General	7	0	7
External Police Departments	2	0	2
Total	15	0	15

Figure 5: Notifications to external agencies.

COPA requested seven affidavit overrides from September 15, 2017 to December 31, 2017. BIA approved five of those requests. As of January 1, 2018, COPA is awaiting the Department's approval for the additional requests.

Affidavit Overrides			
COPA Requests	Q4 2017	Q3 2017	Total
Requests	6	1	7
BIA Responses	Q4 2017	Q3 2017	Total
Approvals	5	0	5
Denials	0	0	0
Pending	2	0	2

Figure 6: Affidavit Override data.

c. Pending Investigations

As of December 31, 2017, COPA had 1,013 pending investigations. Investigations concerning allegations of excessive force made up 39% of COPA's pending caseload. As of September 15, 2017, COPA took on the responsibility of investigating Fourth Amendment violations, which made up 10.4% of the pending investigations as of December 31, 2017.

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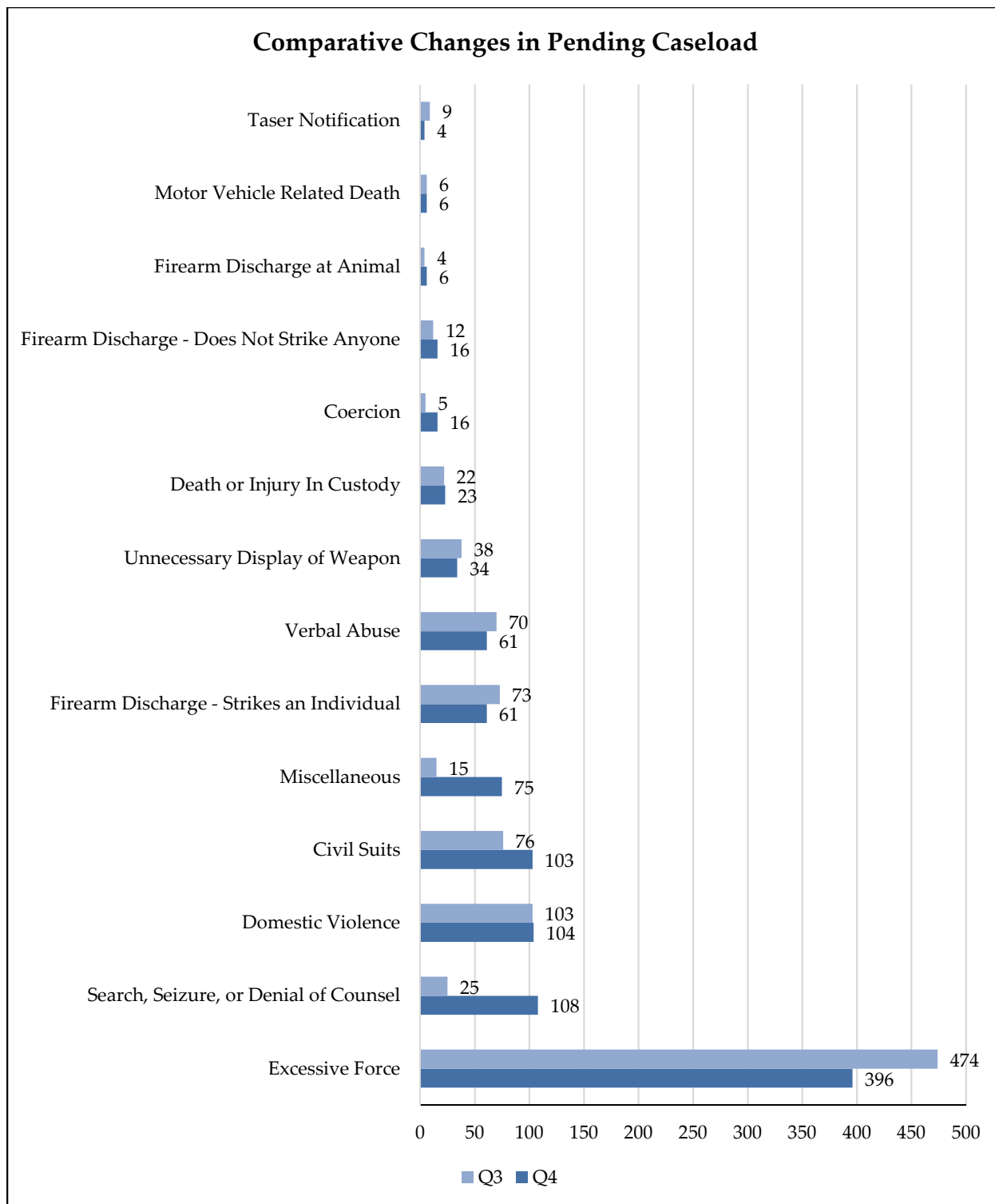


Figure 7: Pending investigations in Q4 2017 compared to Q3 2017.⁴

⁴ See Appendix F for a table providing further detail on this figure.

d. Concluded Investigations

Investigations Concluded with Findings

From September 15, 2017 to December 31, 2017, COPA concluded 240 investigations. COPA concluded 80 investigations with findings and 160 investigations without findings.⁵ Of the 80 investigations concluded with findings, 32, or 40%, were concluded with at least one Sustained finding, including three officer-involved shootings (OIS) determined to be outside of the Department's policy.

Concluded Investigations – Findings						
Findings	Q4 2017		Q3 2017		Total	
	#	%	#	%	#	%
Sustained ⁶	30	40.0%	2	40.0%	32	40.0%
Not Sustained ⁷	23	30.7%	1	20.0%	24	30.0%
Unfounded ⁸	20	26.7%	2	40.0%	22	27.5%
Exonerated ⁹	2	2.6%	0	0.0%	2	2.5%
Total	75	100.0%	5	100.0%	80	100.0%

Figure 8: Investigations concluded with findings.

⁵ Findings include Sustained, Not Sustained, Unfounded, and Exonerated. Investigations concluded without findings can have the following dispositions: Administratively Closed, Administratively Terminated, No Affidavit, and Within Policy OIS. COPA concludes investigations without findings for various reasons. For example, COPA may administratively close a duplicate log number generated in error for an incident already under investigation. COPA may conclude investigations due to lack of an affidavit if, after COPA has made a good faith effort, the complainant refuses to sign an affidavit (or is unavailable to sign an affidavit) and COPA is unable to identify sufficient evidence in which to request an affidavit override to continue the investigation.

⁶ Sustained: The allegation was supported by sufficient evidence to justify disciplinary action. Recommendations of disciplinary action may range from violation noted to separation from the Department.

⁷ Not Sustained: The allegation is not supported by sufficient evidence which could be used to prove or disprove the allegation.

⁸ Unfounded: The allegation was not supported based on the facts revealed through investigation, or the reported incident did not occur.

⁹ Exonerated: The incident occurred, but the action taken by the officer(s) was deemed lawful and proper.

Of the 160 investigations concluded without findings, 76 were Administratively Closed and 64 were concluded due to lack of an affidavit. There were fifteen (15) OIS investigations that were concluded and determined to be “Within Policy.”¹⁰

Concluded Investigations – No findings						
No Findings	Q4 2017		Q3 2017		Total	
	#	%	#	%	#	%
No Affidavit	62	50.8%	2	5.3%	64	40.0%
Administratively Closed	47	38.5%	29	76.3%	76	47.5%
Administratively Terminated	5	4.1%	0	0.0%	5	3.1%
Within Policy OIS	8	6.6%	7	18.4%	15	9.4%
Total	122	100.0%	38	100.0%	160	100.0%

Figure 9: Investigations concluded without findings.

Length of Investigation

Pursuant to MCC 2-56-135, COPA must inform the complainant and the Department member that is subject to an investigation the general reasons for the delay in closing an investigation within six months. Therefore, our agency strives to conclude our investigations within six months of receiving the complaint or notification of alleged misconduct. Some investigations, such as OIS and excessive force investigations, may conclude beyond six months as they are, by their nature, more complex, often involve more parties and require an intricate analysis of collected evidence. Of the investigations that COPA concluded during this time period, 53.8%, or 129 investigations, were concluded in less than 6 months and 65.8%, or 158 investigations, in less than 12 months.

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¹⁰ An investigation of an OIS incident is deemed to be Within Policy if, given the preponderance of the evidence, the officer’s actions comported with the Department’s policy regarding use of force at the time the incident occurred.

Concluded Investigations						
Length of Investigation	Q4 2017		Q3 2017		Total	
	#	%	#	%	#	%
Under 6 Months	99	50.3%	30	69.8%	129	53.8%
6 – 12 Months	28	14.2%	1	2.3%	29	12.1%
1 – 2 years	35	17.8%	5	11.6%	40	16.7%
2 - 3 Years	25	12.7%	6	14.0%	31	12.9%
3 – 4 Years	6	3.0%	1	2.3%	7	2.9%
4+ Years	4	2.0%	0	0.0%	4	1.7%
Total	197	100.0%	43	100.0%	240	100.0%

Figure 10: Length of investigations at time of conclusion.

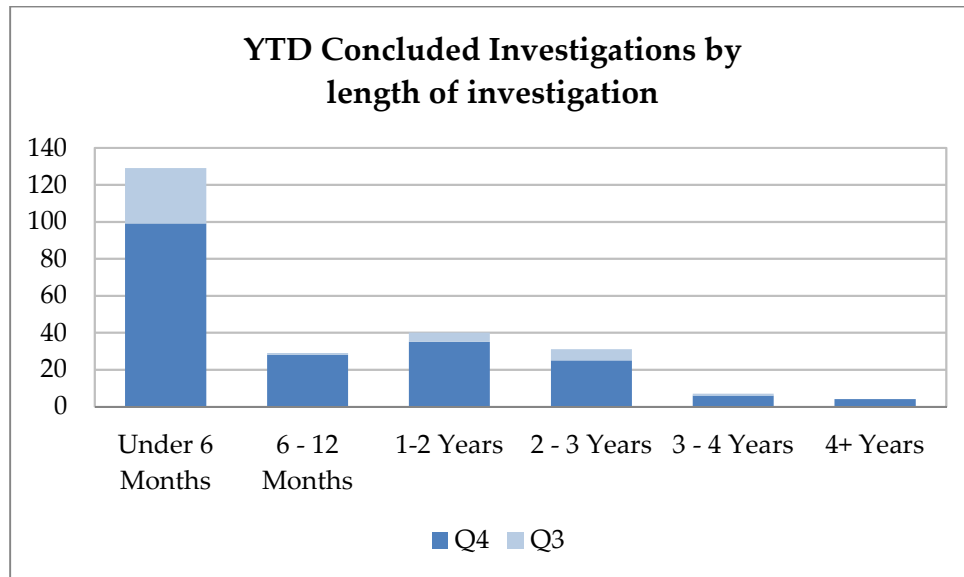


Figure 11: Length of investigations at time of COPA conclusion.

Recommended Discipline

There were 5 investigations concluded from September 15, 2017 to December 31, 2017 in which COPA recommended that an officer be separated from the Department, and 5 investigations in which COPA recommended that an officer receive a suspension of 30 days or more.

Of the five investigations where COPA recommended separation, three were OIS incidents. Of the 5 investigations where COPA recommended a suspension of 30 days or more, 2 involved allegations of excessive force.

Disciplinary Recommendations by Category				
Category	Violation Noted or Reprimand	1 -29 Day Suspension	30+ Day Suspension	Separation
Domestic Violence	0	1	1	0
Excessive Force	5	5	2	1
Fourth Amendment	0	3	1	0
Firearm Discharge Striking an Individual	0	1	0	2
Firearm Discharge Not Striking an Individual	0	0	1	1
Verbal Abuse	1	3	0	1
Incidents in Lock Up	0	1	0	0
Total	6	14	5	5

Figure 13: Highest level of recommended discipline per investigation COPA concluded.

e. Complaints Received per District(s) of Occurrence

From September 15, 2017 to December 31, 2017, the average number of complaints per police district was approximately 49.1.

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Complaints by District¹¹

District	Investigations (#)
Unknown	120
1	48
2	85
3	41
4	60
5	66
6	56
7	77
8	56
9	36
10	56
11	84
12	45
14	21
15	48
16	49
17	31
18	47
19	42
20	26
22	52
24	14
25	41

Figure 14: Complaints by of occurrence.

District	Investigations (#)
2	85
11	84
7	77
5	66
4	60
6	56
8	56
10	56
22	52
16	49
1	48
15	48
18	47
12	45
19	42
3	41
25	41
9	36
17	31
20	26
14	21
24	14

Figure 15: Complaints by District of occurrence in descending order.¹²

In Figures 15 (above) and 16 (below), Grey represents those districts with a below-average number of complaints, with Dark Grey representing districts with a

¹¹ "Unknown" means that at the time this report was generated, COPA or BIA had not yet determined the district(s) of the incident(s) of occurrence.

¹² COPA calculated the following descriptive statistics to determine the ranges for the four categories: Mean: 49.1; Median 52; Standard Deviation: 18; Range: 71. Districts in dark red had a number of complaints that was more than one standard deviation above the mean. Districts in dark gray had a number of complaints that was more than one standard deviation below the mean.

substantially lower number of complaints. Red, conversely, represents those districts that have an above-average complaint rate, and Dark Red signifies those districts with a substantially higher number of complaints.

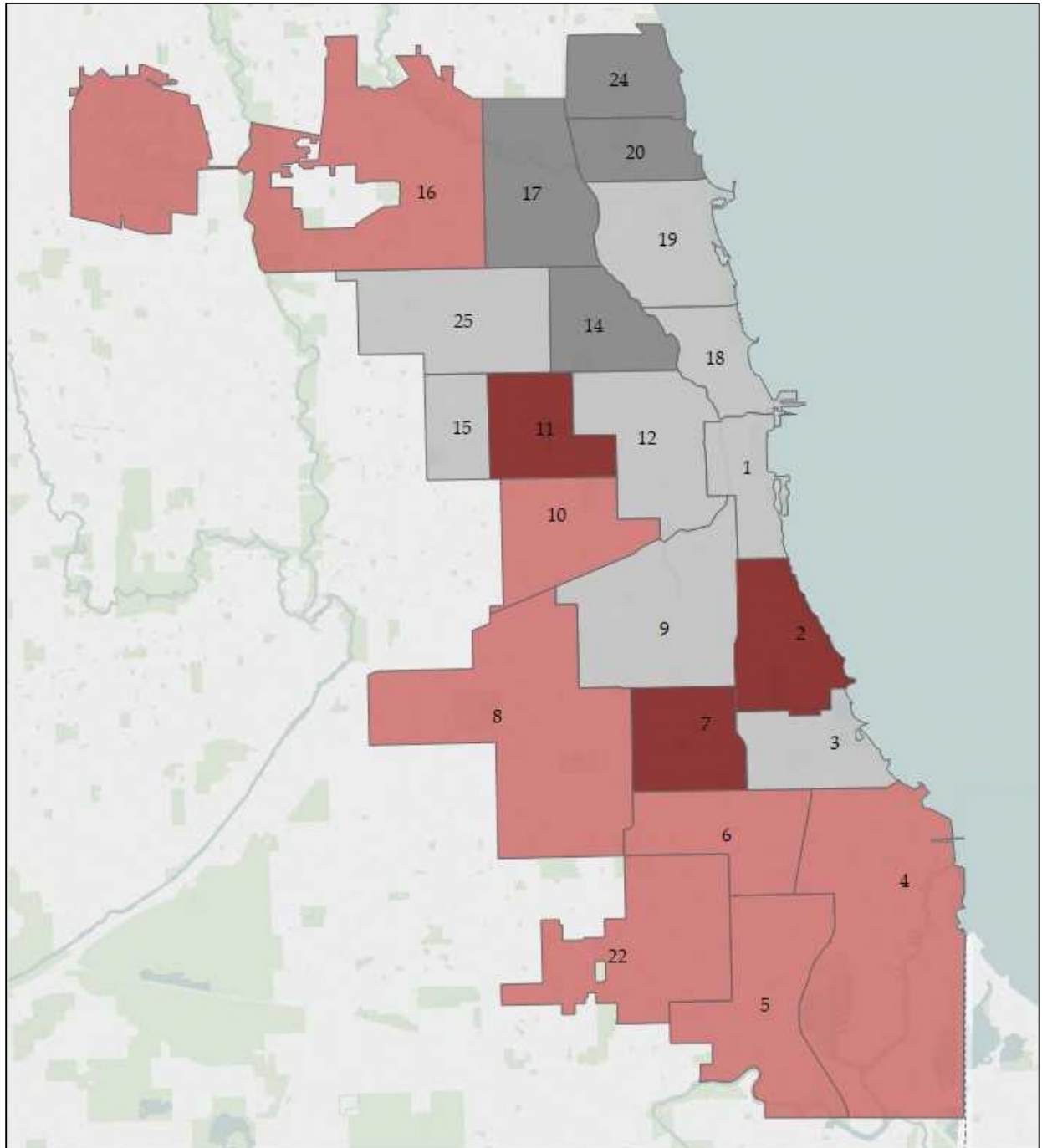


Figure 16: Investigations per District.

f. Compliments Received

From September 15, 2017 to December 31, 2017, COPA received 128 compliments to Department members. COPA forwards information received to the Department for review. COPA does not collect standard information on these compliments, and thus COPA does not report on the demographic or geographic information of these compliments.

g. Transparency Efforts

In 2016, the City implemented a policy that requires the release of certain materials collected by the City during certain police misconduct investigations. Specifically, per the City's Video Release Policy,¹³ COPA releases certain evidentiary materials collected during investigations of OIS incidents and investigations of any incidents resulting in death or great bodily harm that occur in police custody or as a result of a taser discharge. Pursuant to the Video Release Policy, COPA released materials on 15 investigations over the course of Q3 2017 and Q4 2017. The table below reflects the investigations for which materials have been released. It also highlights the releases that have been (a) delayed during this time period due to an extension request made to the City by a third party and (b) withheld as a result of a court order being entered on behalf of third party.

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¹³ To read the video release policy in its entirety, visit http://www.chicagocopa.org/wp-content/uploads/2016/06/PATF_Video_Release_Policy.pdf.

COPA's Implementation of the Video Release Policy			
Category	Q4 2017	Q3 2017	Total
All Materials Released by COPA	14	1	15
Some or All Materials Delayed Due to an Extension Request made by a third party ¹⁴	1	0	1
Some or All Materials Withheld Due to Court Order entered on behalf of a third party ¹⁵	4	1	5

Figure 17: Investigations subject to the City's Video Release Policy.

III. Historical Data Analysis

Though the data above corresponds just to COPA's investigatory work since launching on September 15, 2017, COPA has analyzed historical data collected on investigations dating back to 2009 to glean insights into police misconduct investigations and police accountability more broadly. All data collected on investigations opened prior to September 15, 2017 are related to investigations opened under IPRA, COPA's predecessor. The below section provides some highlights of COPA's data analysis.

a. Geographical Analysis

COPA and BIA investigations are distributed relatively evenly throughout the city. The

¹⁴ Pursuant to the Video Release Policy, "Upon written request from a government entity specified herein, the City will delay release of Information for a period not to exceed 30 calendar days. Any such request shall be made in writing and shall be directed to the City Corporation Counsel...Any request must set forth with specificity the length of the delay requested (not to exceed an additional 30 calendar days) and shall set forth as reasons supporting the requested delay one or more of the factors listed at 5 ILCS 140/7(d)(i) through (vii). In addition, any such request must identify the specific item(s) sought to be temporarily withheld from release."

¹⁵ Pursuant to the Video Release Policy, the City is required to adhere to all legal obligations regarding the implementation of the policy, including "(a) any court order; (b) any obligation to redact identifying information or other information from any item covered by this policy before its release to the policy; or (c) any obligations imposed by the Freedom of Information Act, 5 ILCS 140/1 *et seq.*" Therefore, to the extent a court order has enjoined the City from releasing materials on COPA's website, COPA has not released such information.

top three police districts with investigations opened in 2017 are districts 11, 2, and 7, with districts 11, 7, and 6 accounting for the top three districts from which IPRA/COPA investigations originated and districts 11, 2, and 10 accounting for the top three districts from which BIA investigations originated.

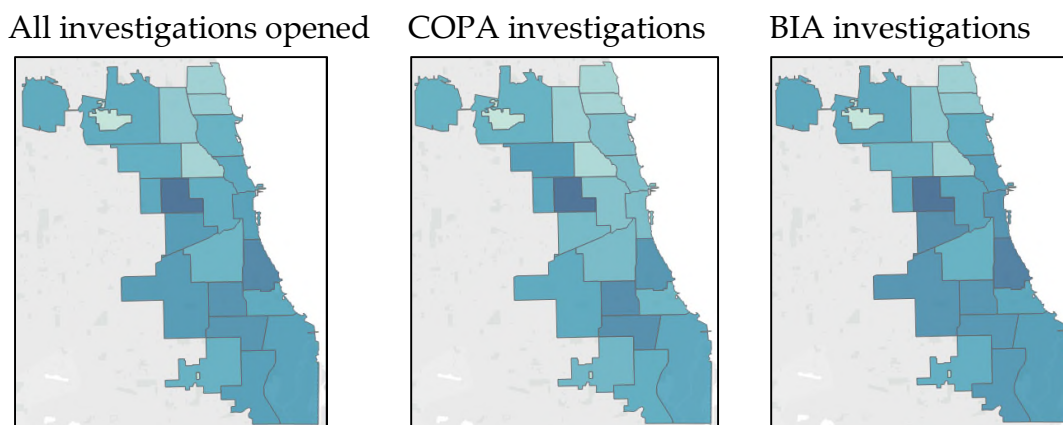


Figure 17: Maps (by district) of investigations initiated in 2017.

The maps below detail the geographic concentration of complaints and notifications where at least one involved civilian (complainant and/or subject) is Black, Hispanic, or White. More than half of all complaints or notifications (52%, or 2,256) involve at least one Black complainant or subject. About one-in-ten (11%, or 459) include at least one Hispanic complainant or subject and a similar amount (13%, or 581) of investigations include at least one White complainant or subject. Note that complaints or notifications may have more than one subject and some complaints have no civilian complainant or subject.¹⁶

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¹⁶ There are various reasons why a complaint may not have a civilian complainant or subject. For example, if an officer's supervisor makes a complaint that the officer failed to adhere to the dress code, the complaint would not have a civilian complainant or subject.

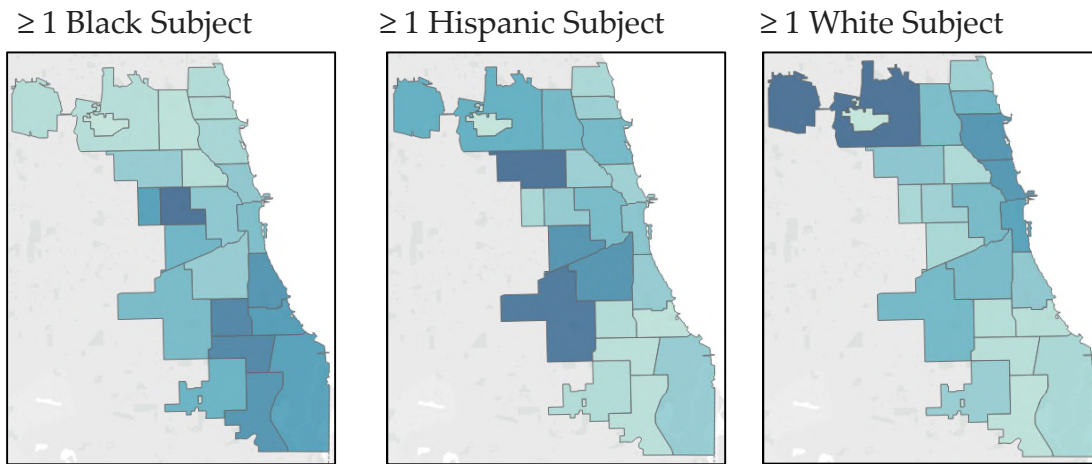


Figure 18: Maps (by district) of investigations initiated in 2017 with at least one subject of provided race/ethnicity.

The maps below describe where use of force-related complaints and notifications are most prevalent. Specifically, the maps describe where OIS incidents and taser discharges occurred or complaints of excessive force allegedly occurred in 2017. The top three districts with excessive force complaints in 2017 are districts 6, 11, and 25. One quarter (25.0%) of all excessive force investigations opened in 2017 throughout Chicago are in these three districts. Similarly, the top three districts in which an OIS incident occurred in 2017 were districts 25, 11, and 22. OIS incidents in the same districts (25, 11, and 22) account for 58% of all OIS incidents in 2017 throughout Chicago.

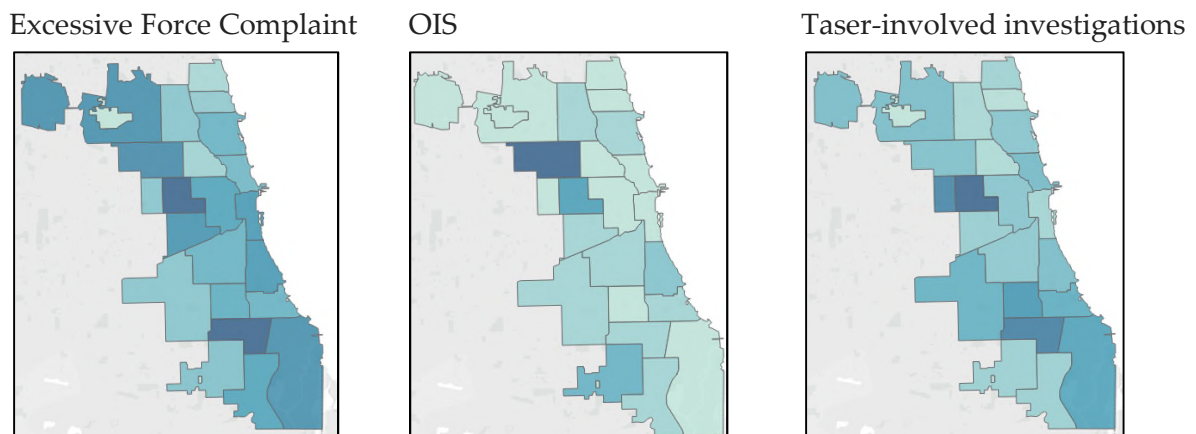


Figure 19: Maps (by district) of investigations initiated in 2017 by type.

b. Length of Investigations

COPA's pending caseload is relatively older than the pending caseload of IPRA in previous years. As of January 1, 2018, COPA's mean investigation age is 424 days, whereas the median investigation age is 289 days. Compared to the averages of the mean investigation age (361 days) and median investigation age (263 days) since 2009, the mean and median investigation ages in 2018 are 17% and 10% greater, respectively.

Age of Pending Investigations ¹⁷			
Agency	Year	Mean Age (days)	Median Age (days)
IPRA	2009	169	134
	2010	256	194
	2011	357	286
	2012	395	287
	2013	455	347
	2014	473	378
	2015	412	276
	2016	300	153
	2017	371	282
COPA	2018	424	289

Figure 20: Mean and Median age of pending investigations by year.

One explanation for this increase in median investigation age is the developments in the accountability structure that took place over the past two (2) years. Over the latter half of 2016 and all of 2017, a number of events took place that had a direct impact on the agency's caseload, including (a) prolonged employee attrition at IPRA up to the date of that agency's closing and (b) the time needed to hire and train new investigators at

¹⁷ Note: This graph signifies the Mean Investigation Age and Median Investigation Age of the entire pending caseload on January 1 of the provided year. For example, the final row is the mean and median investigation age for COPA's pending case as of January 1, 2018 and thus reflects the overall performance of the prior year, 2017.

COPA. In addition, because COPA inherited all of IPRA's pending investigations, the median age of COPA's current caseload is higher due to the backlog caused by the employee attrition IPRA experienced over the past few years. As COPA continues to ramp up its new investigative staff, we continue to see improved timeliness on concluding the investigative process.

During September 2017, COPA implemented a new affidavit override process which emphasizes the importance of securing affidavits and increases investigative resources to enhance the agency's likelihood of securing a sworn affidavit¹⁸ or seeking out an affidavit override¹⁹ from BIA in order to continue an investigation. Thus, we saw an increase in the median case age for investigations concluded due to no sworn affidavit being obtained. In 2017, the median age for investigations concluded due to the lack of an affidavit rose to 132 days -- which is the highest median in the past ten years. In comparison, the median age for such investigations concluded from 2009 to 2016 was between 47 to 71 days.

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¹⁸ Per Illinois Statute, IPRA is required to obtain a sworn affidavit to bring allegations of misconduct against an officer. See 50 ILCS 725/3.4 "Uniform Peace Officers' Disciplinary Act."

¹⁹ Per COPA's Rules and Regulations (effective September 15, 2017) Section 2.4.1:

"If, after 30 days from the date the complaint was made, COPA has been unable to obtain a sworn affidavit in support of a complaint, the Chief Administrator will determine whether the complaint will be declined for lack of an affidavit or whether COPA will pursue an affidavit override from the Chief of the Bureau of Internal Affairs, or his or her designee, pursuant to the relevant department rules and collective bargaining agreement provisions. In making this determination, the Chief Administrator will review the evidence gathered pursuant to the preliminary investigation, and may consider factors... If, after making this assessment, the Chief Administrator determines that further investigation is warranted, despite the fact that the complainant has not executed a sworn affidavit, the Chief Administrator will request an affidavit from the BIA Chief. In support of such a request, the Chief Administrator will provide the BIA Chief with objective, verifiable evidence obtained pursuant to the preliminary investigation...If, after reviewing and evaluating the evidence, the BIA Chief concurs with the Chief Administrator that continued investigation of the allegation is necessary and lawful, the BIA Chief will execute a sworn affidavit, and the COPA investigation will proceed. If the BIA Chief disagrees that continued investigation is warranted, the complaint will be closed."

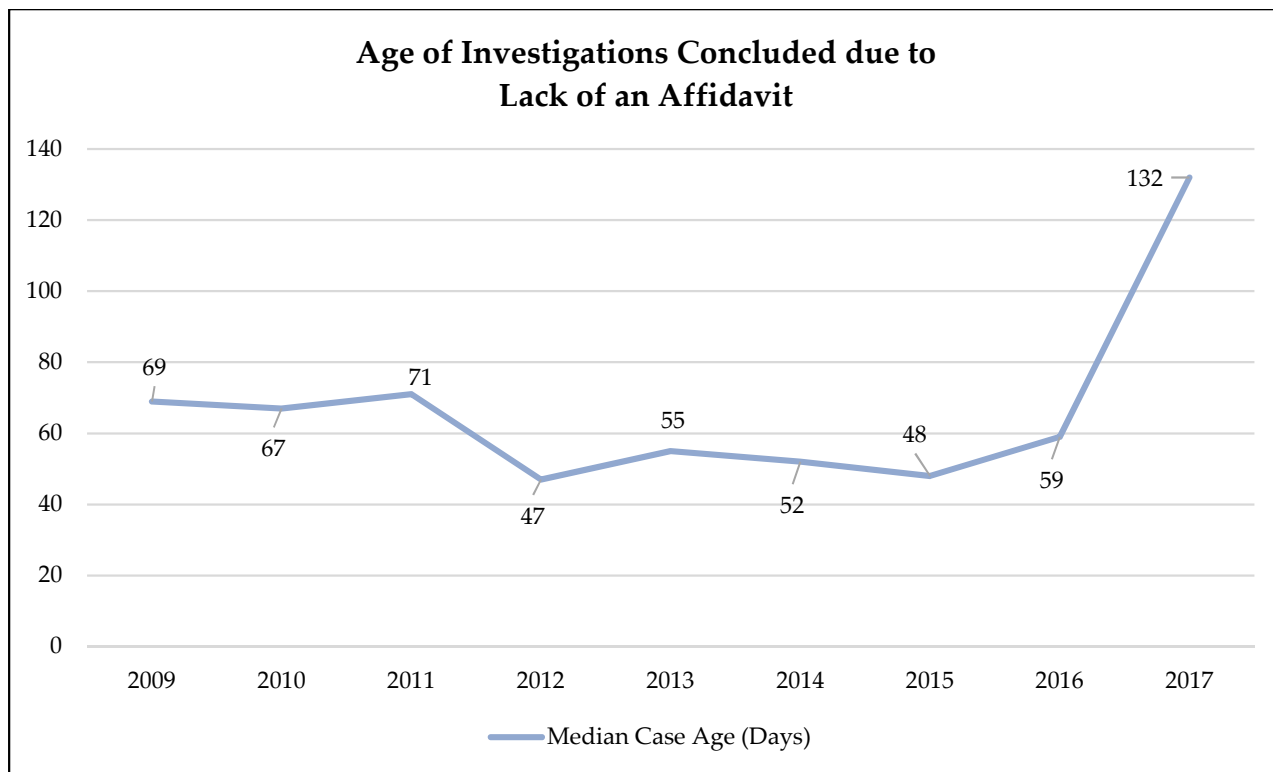


Figure 21: Median age for investigations concluded due to lack of an affidavit.

Conversely, the median age of investigations leading to sustained findings has steadily decreased since 2012. This data is particularly promising because it demonstrates that, on average, investigations are taking similar lengths of time to conclude. Given that investigations resulting in sustained findings historically took considerably more time than other investigations, COPA leadership believes this demonstrates that investigations are being treated equally regardless of the finding and that the investigative process developed and refined in the past year will continue to yield equitable, fair results.

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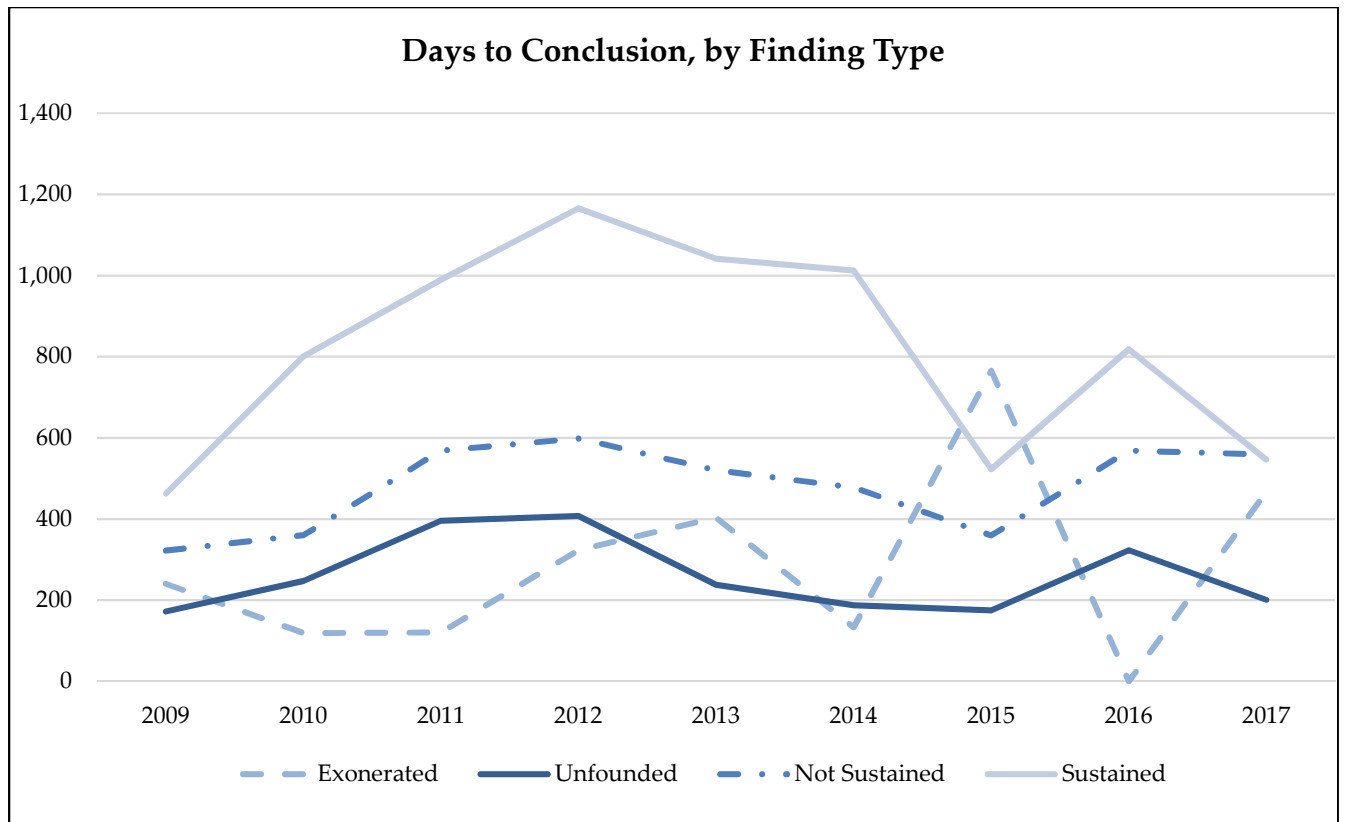


Figure 22: Median age for investigations with findings.²⁰

In 2017, OIS investigations were concluded at a faster pace than in previous years while the data shows a slight increase in the length of time to close excessive force investigations. This increase is most likely attributed to the fact that COPA discontinued IPRA's practice of mediating such investigations.²¹

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²⁰ See Appendix D for a table providing further detail on this figure.

²¹ See: United States Department of Justice. Investigation of the Chicago Police Department, page 54-56. January 13, 2017. Accessed January 31, 2018.

<https://www.justice.gov/crt/case-document/file/925771/download>

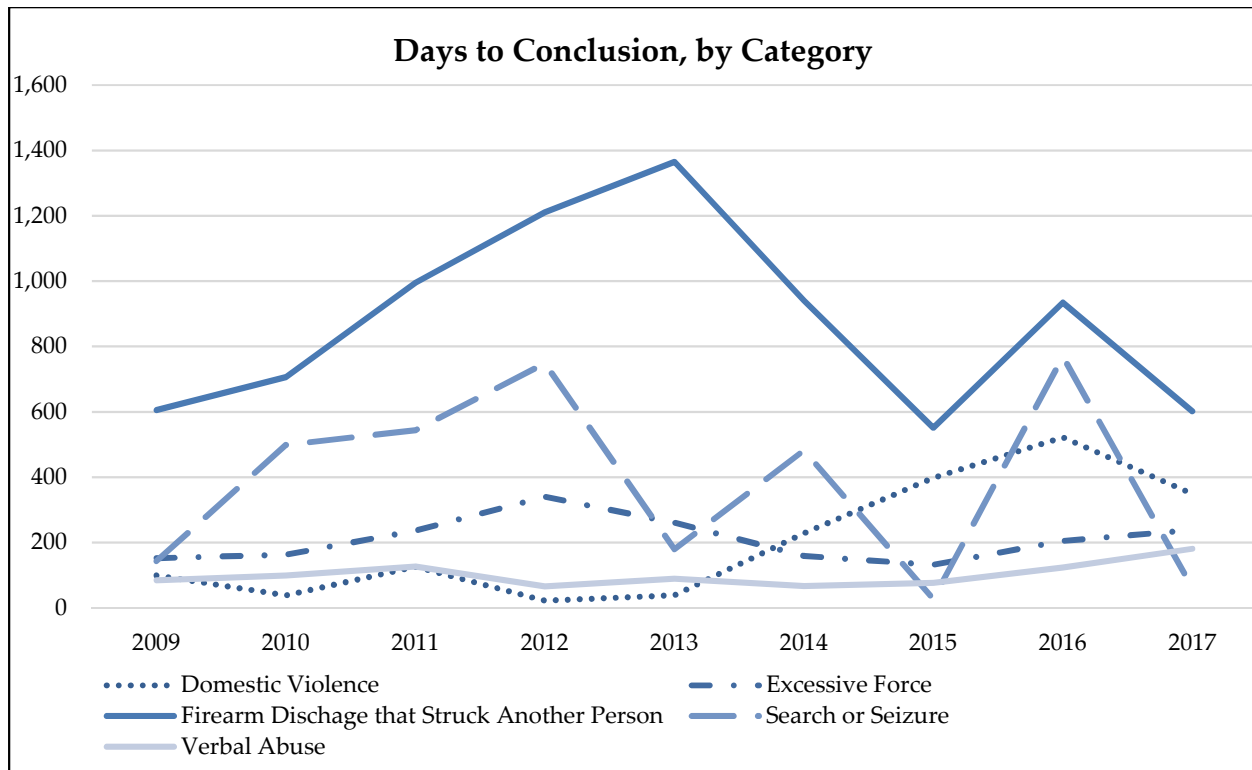


Figure 23: Median time to investigatory conclusion for select investigative categories.²²

c. Recommended Discipline

In 2017, IPRA/COPA recommended separation in eight (8) investigations and suspensions of 30 days or more for a Department member in 12 investigations. The table below depicts the number and rate of concluded investigations resulting in recommended discipline, by highest level of recommended discipline in the investigation.

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²² See Appendix E for a table providing further detail regarding this figure.

Recommended Discipline						
Agency	Year	Violation Noted or Reprimand	1-29 Day Suspension	30+ Day Suspension	Separation	Total
		#	#	#	#	#
IPRA	2015	52	0	3	12	67
	2016	6	18	9	11	44
	2017	19	22	5	3	49
COPA	2017	6	14	5	5	30

Figure 24: Concluded investigations resulting in recommended discipline.

IV. COPA 2017 Year In Review

2017 was a landmark year for COPA and the City. Since the City Council passed COPA's enabling ordinance on October 5, 2016, COPA's leadership has been tirelessly working to create a best-in-class oversight agency, which culminated in the agency's launch on September 15, 2017. The below sections detail the progress made towards operationalizing the agency in 2017.

a. Community Engagement

Part of COPA's mandate is to engage, educate, and inform the public on COPA's mission and operations. Thus, COPA team members spent the better part of 2017 building relationships with, listening to, and educating community members at aldermanic meetings, faith community meetings, educational institutions, and Department beat meetings.

Since the agency's launch, COPA has presented at, or participated in, 61 community meetings in 14 different police districts spanning Chicago's south and west sides, which are communities with the highest number of police/civilian interactions and registered police misconduct complaints. When engaging and educating communities, agency personnel sought to build trust amongst community members by bridging the knowledge gap about the agency's mission and investigatory jurisdiction, how COPA is

independent from the Department, and the various ways in which to submit a complaint about police misconduct to COPA.

In October 2017, COPA partnered with the Federal Bureau of Investigation (FBI) – Chicago Division to develop and present “COPA Citizens Education & Training Exercise on Use of Force,” a new and innovative training program aimed at teaching civilians about use of force incidents, the Department’s use of force policies, and the federal and state laws governing the review of such incidents. Participants in the program had the opportunity to engage in fact-based scenario training where the laws were applied to specific use of force incidents. Given the opportunity to discuss such incidents alongside the laws governing the review of such incidents, attendees noted that the training made them more informed about the complexity of the analysis involved in reviewing use of force incidents and arriving at a determination of whether such force was within or outside of the policies under which Department members are required to operate.

Community Advisory Council

COPA knows that the community’s perspective is critical to our ongoing success. Therefore, in the absence of a formal proposal for a community oversight board, we developed a formal community board made up of diverse, representative community leaders. Members of COPA’s Community Advisory Council (CAC) provide the agency meaningful feedback directly from community leaders about the impact of our work. The CAC serves as a communication conduit and feedback loop between the community and the agency.

In 2017, CAC members met monthly with COPA leadership. CAC members have interviewed candidates for key agency positions, reviewed the agency’s Rules and Regulations, provided feedback on COPA’s community engagement strategy, served on the City’s search committee for the permanent Chief Administrator of COPA, led community engagement events and trainings, and participated in outreach events.

Department-targeted Outreach

COPA's community engagement included joint events with the Department, including neighborhood beat meetings, presentations to recruits at CPD Academy and presentations at the Department's Civilian Academy and district-level Beat Facilitator Trainings. While visiting beat meetings around the City, COPA staff heard positive feedback about the work officers are doing in neighborhoods. By working with Commanders and Sergeants in those districts, COPA encouraged residents to register formal compliments and other positive feedback of Department members through COPA's webform, by calling our office or through an email to our office. COPA provides such feedback directly to the Department so that the Department knows of the compliment-worthy work of its members.

b. Organizational Development

COPA leadership spent a significant amount of time and resources on three projects: hiring, training, and policy development. To ensure that COPA would be a best-in-class agency, COPA leadership sought to hire the most qualified, diverse candidates; to train them on investigative best practices utilizing demonstrated techniques; and to provide written guidance on COPA's practices post-training to ensure consistency in the investigative process.

Hiring

Since November of 2016, COPA leadership has recruited qualified and experienced professionals. As of December 31, 2017, COPA has filled 83% of its employee vacancies. COPA has filled 78% of its vacancies in the investigative section.

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Title	Positions	Vacancies Available	Applications Received	Job Posting Status / Application Deadline
Administration				
Chief Administrator	1	1	N/A ²³	Interim Chief Administrator began October 10, 2017
First Deputy Chief Administrator	1	1	59	Posting Open Until Position Filled
Deputy Chief Administrator – Chief of Staff	1	0	N/A	Position Filled
Executive Administrative	1	0	N/A	Position Filled
Dir., Administrative Services	1	0	197	Position Filled
Dir., Training and Professional Development	1	0	58	Position Filled
Dir., Information Systems	1	0	42	Position Filled
Dir., Public Policy & Legislative 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

²³ See Appendix C for the press release related to the Chief Administrator Search Committee.

Title	Positions	Vacancies Available	Applications Received	Job Posting Status / Application Deadline
Investigations				
Chief Investigator	3	0	N/A	Position Filled
Supervising Investigator	15	3	540	Position Filled
Major Case Specialist	15	0	227	Position Filled
Investigator	60	17	1,423	Posting Pending
Dir., Quality Management	1	0	67	Position Filled
Quality Mgmt. Analyst	2	0	108	Position Filled
Evidence Specialist	2	0	25	Position Filled
Digital Forensic Analyst	2	1	25	Posting Pending
Data Entry Operator	2	0	649	Position Filled
Legal				
General Counsel	1	1	34	Posting Open Until Position Filled
Chief Investigative Law Officer	1	0	29	Position Filled
Senior Litigation	1	0	53	Position Filled
Attorney	6	0	123	Position Filled
Supervising Paralegal	1	0	42	Position Filled
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

Title	Positions	Vacancies Available	Applications Received	Job Posting Status / Application Deadline
Dir., Community Outreach and Engagement	1	0	135	Posting Filled
Senior Public Info Officer	2	0	71	Position Filled
Case Liaison	2	0	425	Position Filled
Total	141	24	--	--

Figure 25: Summary data for COPA's hiring progress as of December 31, 2017.

Training

To fulfill the City's expectations of timely and quality investigative work, COPA leadership, under the direction of the Director of Training & Professional Development, developed and implemented COPA Academy. The Academy spanned over six (6) weeks and included national and local experts in investigations, applicable legal concepts, law enforcement oversight, implicit bias, and procedural justice. COPA's training also included weekly testing on core investigative concepts and an integrated practicum project, in which trainees combined the skills and knowledge learned over the course of COPA Academy into a final project. The below chart summarizes COPA's training approach for all staff.

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Training	Attendees	Length	Purpose
Orientation	All COPA Employees	1 week	<ul style="list-style-type: none"> • Introduce COPA's mission, vision, and core values • Introduce employees to City of Chicago policies and procedures • Introduce concepts of civilian oversight
Supervisor Training	Supervisors and Directors	1 week	<ul style="list-style-type: none"> • Seed principles of leadership • Develop personnel management skills
Lead Homicide Investigator Training	Supervisors, Attorneys, Major Case Specialists	1 week	<ul style="list-style-type: none"> • Comprehensive instruction in investigating officer-involved deaths
COPA Academy	Investigative Staff and Attorneys	5-6 weeks	<ul style="list-style-type: none"> • Develop foundational investigative skill sets • Identify policing strategies • Introduce legal concepts • Practice customer service values • Embed a mission for community engagement

Figure 26: COPA's training approach as of December 31, 2017.

Throughout 2017, the agency conducted two COPA Academies for investigative and legal staff. The first Academy was held May – July 2017, and the second Academy was held July – September 2017. All 79 investigative staff hired prior to May 2017 completed COPA Academy.²⁴ At the end of each Academy, COPA held a graduation ceremony for its classes. The below photos depict each academy class.

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²⁴ Investigative staff hired in late 2017 will start with the agency during COPA's third Academy class in early 2018.



Figure 27: Graduates of the First COPA Academy.



Figure 28: Graduates of the Second COPA Academy.

Rules, Policies, Procedures

In the months prior to COPA's launch, agency leadership developed new processes and procedures in the form of Rules and Regulations, employee policies, and investigative manuals to ensure that all of COPA's operations comport with best practices. COPA's Rules and Regulations were effective and posted on COPA's website, after undergoing a public comment period, on September 15, 2017. COPA consulted with subject matter experts and other civilian oversight agencies in crafting its employee policies and investigator manuals in order to develop policies and procedures that upholds the agency's core values, and clearly articulates the critical tools necessary to conduct proper police misconduct investigations.

COPA has made amendments to its Rule and Regulations, which the agency posted for public comment on February 15, 2017 and are available online for review. After a 45-day public comment period, COPA will review the provided comments and then post the final effective Rules and Regulations on the agency's website.

c. COPA Launch Ceremony

On September 15, 2017, COPA officially celebrated its launch with an inaugural ceremony held at the South Shore Cultural Center in the presence of over 300 invited guests and community members. Some notable attendees included Mayor Rahm Emanuel, Cook County State's Attorney Kimberly Foxx, Chicago Police Department First Deputy Superintendent Kevin Navarro, Public Safety Chairman Alderman Ariel Reboyras and COPA's Community Advisory Council Members.

The Launch included speeches and presentations by City leaders. The Launch event culminated in COPA investigators taking the following pledge of service:

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COPA's Public Service Pledge

I pledge my personal commitment to the mission of the Civilian Office of Police Accountability.

To provide fair and just investigations, within the agency's jurisdiction.

To conduct myself in a manner consistent with the agency's core values: Integrity, Transparency, Independence and Timeliness and to uphold the values of the City of Chicago, the laws of the State of Illinois, and the U.S. Constitution.

I fully understand the duty being given to me and I humbly accept.

Figure 29: COPA's Public Service Pledge.



Figure 30: COPA Investigative Staff take the COPA Public Service Pledge at the COPA Launch.

d. Information Technology

IT Infrastructure

IPRA, COPA's predecessor agency, lacked independence from the Department's technology system, in that IPRA's email servers, case management system, and phone

system were all tied to the Department IT infrastructure. Over the course of 2017, COPA hired personnel to staff its own IT unit (bringing necessary IT subject matter expertise in-house), moved the entire agency to the City's email server, finalized a contract to develop an independent case management system, and replaced outdated computers with up-to-date technology.

Website & Data Portal

Coinciding with the opening of the agency on September 15, 2017, COPA launched a new website (www.chicagocopa.org) with features meant to further COPA's commitment to transparency about the agency's work.²⁵ These new features join the already-launched case portal included on the website where video, audio and documentary evidence for certain incidents²⁶ under investigation by COPA is published.

Some of the new features on the website include:

- A user-friendly online complaint form, including a litigation complaint form for use by prosecutors and defense attorneys to report instances of police misconduct that arise during criminal proceedings.
- A publications page where all Final Summary Reports of investigation are posted for review by the public. Certain summary reports of investigation published by IPRA can also be found on the legacy publications page.
- A Rules and Regulations page which provides the public information about how the agency governs itself.
- A set of data dashboards (updated monthly) where the public can stay abreast of COPA investigations, including the number of investigations opened, pending and concluded over the course of the previous month. For those interested in digging deeper into the data dashboards featured on COPA's website, the public

²⁵ COPA leadership worked with Clarity Partners, LLC to design and implement the website, with a central goal to make a website that is user-friendly and informative.

²⁶ Per the City of Chicago's video release policy, the investigations featured on the case portal include: 1) OIS incidents; 2) officer-involved taser discharges that result in death or great bodily harm, and 3) incidents of death or great bodily harm (other than self-inflicted harm) that occur in police custody.

can now access the raw data through the City's data portal for investigations opened from 2007 through the present.

- An event calendar that highlights the community events scheduled by COPA and its community partners each month.
- A set of pages that feature details about the organizational development of the agency, including (a) a staff profiles about some of the personnel that populates COPA, (b) an organizational chart reflecting the structure of the agency, and (c) information regarding the training plan for the investigative and legal staff.

Recently, COPA was the recipient of the Third Place prize for User Interface Design at the 2017 Vega Digital Awards. With transparency as a guiding principal, COPA has plans to update its website to continually meet the needs of the public, including new features tied to its case management system.

e. Public Policy & Legislative Affairs

Pursuant to MCC 2-78-120(m) and 2-78-130(b), COPA has the authority to recommend revisions to the Department's policies, practices, collective bargaining agreements, programs, and training. One avenue for proposing policy recommendations is through the submission of an advisory letter to the Department. Though not a fully policy report, Advisory Letters are meant to highlight a particular gap in policy or training that has been observed in one or more investigations currently being conducted by COPA and which we believe additional guidance to officers may be warranted. Therefore, in 2017, COPA sent the Department four advisory letters, which spanned the following topics:

- Searches and Protective Pat Downs
- Probationary Police Officers and Body-worn Cameras
- An officer's actions related to vehicle and foot pursuits
- The Department's prohibition on firing into vehicles

Each advisory letter briefly described the relevant issue and COPA's recommendation. COPA will publish these letters alongside the Department's response (if any) in Q1 2018.

V. COPA's 2018 Initiatives

In 2018, COPA leadership will focus on the following initiatives:

- Building and maintaining a new case management system that is independent of, yet integrative with, CPD's data and software platforms, allowing for more timely investigations and data transparency.
- Building a new records management facility for the storage of IPRA's and COPA's investigative files and the development of a new records management process to facilitate easy access to COPA investigative files.
- Facilitating the submissions of complaints by staffing fully functioning satellite office hours in neighborhoods where there is a high volume of police/civilian interactions.
- Hiring a Director of Mediation who will oversee the coordination of mediations between CPD officers and complainants.
- Continuing the professional development of COPA's staff through in-service investigative and legal training programs.
- Establishing additional avenues for investigative conclusions, including a robust mediation program.
- Engaging the community through a robust community outreach plan that includes educating the public on COPA's mission and the work of the agency. This includes creating new and innovative avenues for the public to submit complaints to our office, and building strategic partnerships with public sector agencies and not-for-profits to develop programming aimed at communities most impacted by police misconduct.

More detail about the about COPA's 2018 initiatives is provided below.

a. Community Engagement

Community Nights

2018 will see the launch of COPA Community Nights, a new educational series and community forum sponsored by the agency for community members throughout the

City. COPA leadership will engage with community members about the work and mission of the agency and questions about specific concerns regarding policing that is facing that particular community. In the spirit of partnership, we co-host many of these events with community organizations, legal professionals, and the Department. To make these opportunities accessible regardless of location, COPA will live stream all events using the agency's social media platforms. To join in on the conversations happening at a COPA Community Night, you can follow along on COPA's Facebook page or by searching the profile "@COPA_Chi" on Twitter.

Youth-oriented Engagement

Youth engagement is a major focus of agency in 2018. COPA will partner with schools and youth organizations to offer classroom-based training and role-playing exercises. During the training, students will investigate a hypothetical case, analyze written policy, determine the investigative outcome, and report their outcome to the class through robust and open discussion. Students will have the opportunity to learn what civilian oversight represents and to see the importance of police accountability. By creating these forums within schools and engaging youth on matters of police accountability, COPA believes that youth will become more civically engaged in their communities.

b. Satellite Offices

COPA wants to reach every Chicago community. Because of the agency's current location in the West Town community, some have voiced concern that the far South, West and East sides of the City are less likely to know of, or be able to access, COPA's office. Moreover, COPA's research indicates that the further a complainant lives from COPA's office, the less likely that complainant is to sign an affidavit.²⁷ Thus, COPA will be launching satellite hours in partnership with the Chicago Public Library (CPL) at four locations throughout the City. Through COPA's partnership with CPL, the agency will host a full day of services at local CPL branches where complainants can meet with

²⁷ Bocar Ba, "Going the Extra Mile: the Cost of Complaint Filing, Accountability, and Law Enforcement Outcomes in Chicago" December 12, 2017. Accessed January 29, 2018.
https://www.dropbox.com/s/bny5hze4dlvy2vu/jmp_Bocar%20Ba.pdf?dl=0

investigators to file a complaint and learn more about the investigative process undertaken by COPA investigators. Additional agency personnel will also be on hand to share information regarding upcoming agency events and provide an overview and introduction of the agency with community members. CPL branch locations are centrally located within our target communities, are easily accessible, are a hub for community events and offer a safe space for community members to engage with COPA investigative staff. Satellite office hours are scheduled to commence in 1Q 2018. More details on the dates and locations of the satellite office hours will be posted on COPA's website and at local CPL branches in the coming weeks.

c. Hiring

With 78% of the investigative positions filled in 2017, COPA began the 2018 calendar year with the goal of completing its hiring for the unfilled investigative positions. As of the publication of this report, COPA has filled all but 3 of its investigative positions, putting COPA's Investigations Section on a strong foundation as we move closer to the goals set for the timeliness of investigations. At the time of publication of this report, the third class of investigators is participating in COPA Academy.

In addition, under the 2018 budget passed by City Council, COPA will be adding four new positions to the agency to help shore up the following areas:

- Director of Mediation: with complainant-involved mediation mandated in COPA's new ordinance, COPA will be hiring a Director of Mediation to develop, in consultation with the Department's unions, a complainant-involved mediation program.
- IT Manager: with COPA's new independence from CPD's IT infrastructure COPA will continue to build out its in-house IT expertise by hiring an IT manager to support the day-to-day IT needs of the agency.
- Training & Development Analyst: with training as a central focus for the new agency, COPA will be hiring a new training analyst to support its Director of Training & Professional Development in the development and implementation of COPA Academy and the ongoing in-service training for all staff members.
- Records Clerk: with independence from CPD as an ongoing commitment for the agency, COPA will be hiring an additional records clerk to oversee the closing of

investigative files and to monitor concluded investigations as they move through the accountability system once an investigation concludes at COPA.

d. Chief Administrator Selection

With the departure of COPA's first Chief Administrator in October 2017, the Mayor appointed Judge Patricia Banks to lead the agency on an interim basis. The Mayor's Office empaneled a committee of community advisors to search for the next Chief Administrator of the agency.²⁸ The search committee consists advisors, selected from all parts of the City and from diverse backgrounds, including members of COPA's Community Advisory Council.

e. Policy Recommendations

In early Q1 2018, COPA sent the Department two policy reports on:

- First Aid Policy, Training, and Equipment
- Use of Force Training

The Department respond is required to respond within 60 days to COPA's policy recommendations. In accordance with our ordinance, COPA will publish all policy reports and the Department's response (if any) to the agency's website once the 60-day time period has passed.

f. Officer-involved Shooting Dataset

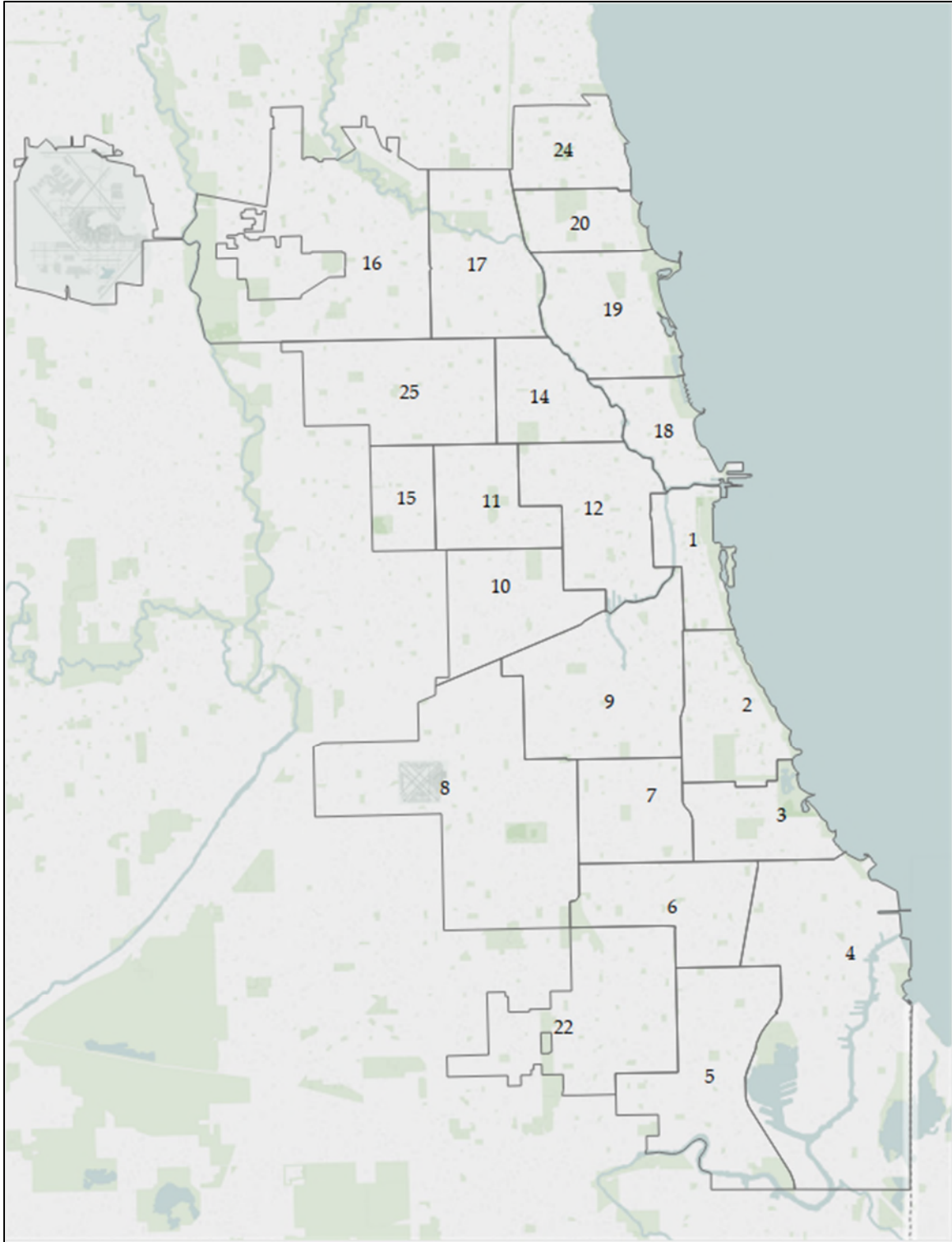
With transparency as a core tenant of COPA, the agency plans to add a new data set to the agency website in early 2018 featuring data collected on OIS incidents from 2007 to present. The information, much like the data currently featured on COPA's website and the City's data portal, will help provide meaningful insight to trends both found in OIS incidents and the investigation of such incidents by IPRA (pre-September 2017) and COPA.

²⁸ See Appendix C for the press release regarding the process of selecting a new Chief Administrator.

Appendices

Appendix A

Below is a map of the City's Police Districts.



Appendix B

Per MCC 2-78-150(a)(7) and 2-78-150(b)(7), COPA must report on the number of complaints filed against each police officer in each Police Department District during the quarterly or annual reporting period. The three tables below fulfill that requirement and provide additional information.

Table 1

The table below describes the number of complaints lodged against members by unit of assignment from September 15, 2017 to December 31, 2017.

Complaints per Member by Unit of Assignment		
<u>District 1</u> 25 members with 1 complaint each	<u>District 2</u> 33 members with 1 complaint each 6 members with 2 complaints each 1 member with 3 complaints 1 member with 4 complaints 1 member with 7 complaints 2 members with 8 complaints each 4 members with 10 complaints each	<u>District 3</u> 33 members with 1 complaint each 2 members with 2 complaints each
<u>District 4</u> 41 members with 1 complaint each 2 members with 2 complaints each	<u>District 5</u> 52 members with 1 complaint each 8 members with 2 complaints each 2 members with 3 complaints each 1 member with 18 complaints	<u>District 6</u> 43 members with 1 complaint each 2 members with 2 complaints each 1 member with 4 complaints
<u>District 7</u> 50 members with 1 complaint each 6 members with 2 complaints each 1 member with 3 complaints 2 members with 7 complaints each	<u>District 8</u> 28 members with 1 complaint each 10 members with 2 complaints each	<u>District 9</u> 30 members with 1 complaint each 2 members with 2 complaints each
<u>District 10</u> 38 members with 1 complaint each 3 members with 2 complaints each	<u>District 11</u> 40 members with 1 complaint each 4 members with 2 complaints each 2 members with 3 complaints each 1 member with 4 complaints	<u>District 12</u> 21 members with 1 complaint each 3 members with 2 complaints each 1 member with 3 complaints 1 member with 4 complaints
<u>District 14</u> 21 members with 1 complaint each	<u>District 15</u> 51 members with 1 complaint each 5 members with 2 complaints each	<u>District 16</u> 14 members with 1 complaint each 2 members with 2 complaints each 1 member with 3 complaints
<u>District 17</u> 17 members with 1 complaint each 4 members with 2 complaints each	<u>District 18</u> 25 members with 1 complaint each 1 member with 2 complaints	<u>District 19</u> 25 members with 1 complaint each 1 member with 2 complaints

Complaints per Member by Unit of Assignment		
1 member with 5 complaints 1 member with 7 complaints		
<u>District 20</u> 18 members with 1 complaint each 1 member with 2 complaints	<u>District 22</u> 22 members with 1 complaint each 3 members with 2 complaints each 1 member with 3 complaints	<u>District 24</u> 16 members with 1 complaint each 1 member with 2 complaints
<u>District 25</u> 29 members with 1 complaint each	<u>Recruitment Training Section (44)</u> 76 members with 1 complaint each 2 members with 2 complaints each	<u>Airport Law Enforcement Section - North (50)</u> 2 members with 2 complaints each
<u>Airport Law Enforcement Section - North (51)</u> 1 member with 1 complaint	<u>Special Investigations Unit (79)</u> 2 members with 2 complaints each	<u>Deployment Operations Center (116)</u> 1 member with 8 complaints
<u>Bureau of Internal Affairs (121)</u> 2 members with 1 complaint each	<u>Human Resources Division (123)</u> 1 member with 1 complaint	<u>Education and Training Division (124)</u> 3 members with 1 complaint each
<u>Office of the First Deputy Superintendent (140)</u> 1 member with 1 complaint	<u>Bureau of Patrol (142)</u> 1 member with 1 complaint	<u>Traffic Section (145)</u> 4 members with 1 complaint each 1 member with 2 complaints 1 member with 3 complaints 1 member with 7 complaints
<u>Records Inquiry Section (163)</u> 1 member with 1 complaint	<u>Evidence and Recovered Property Section (167)</u> 1 member with 1 complaint 1 member with 2 complaints 1 member with 3 complaints	<u>Police Documents Section (169)</u> 1 member with 1 complaint
<u>Central Detention Unit (171)</u> 1 member with 1 complaint	<u>Narcotics Division (189)</u> 17 members with 1 complaint each 2 members with 2 complaints each	<u>Vice and Asset Forfeiture Division (192)</u> 3 members with 1 complaint each
<u>Gang Investigation Division (193)</u> 7 members with 1 complaint each	<u>Bureau of Patrol – Area Central (211)</u> 1 member with 1 complaint	<u>Medical Section (231)</u> 1 member with 1 complaint
<u>Forensic Services Evidence Technician Section (277)</u> 2 members with 1 complaint each 1 member with 2 complaints	<u>Gang Enforcement – Area Central (311)</u> 6 members with 1 complaint each	<u>Gang Enforcement – Area South (312)</u> 5 members with 1 complaint each 1 member with 2 complaints 1 member with 3 complaints
<u>Gang Enforcement – Area Central (313)</u> 5 members with 1 complaint each 1 member with 2 complaints 1 member with 3 complaints	<u>Canine Unit (341)</u> 1 member with 1 complaint	<u>Special Weapons and Tactics (SWAT) Unit (353)</u> 1 member with 1 complaint
<u>Alternate Response Section (376)</u> 1 member with 1 complaint	<u>Juvenile Intervention Support Center (JISC) (384)</u> 2 members with 1 complaint each	<u>Unit 393 (393)</u> 1 member with 1 complaint

Complaints per Member by Unit of Assignment		
Unit 477 (477) 4 members with 1 complaint each	Detached Services – Miscellaneous Detail (543) 1 member with 2 complaints	Central Investigations Division (606) 4 members with 1 complaint each 1 member with 2 complaints 1 member with 5 complaints
Major Accident Investigation Unit (608) 2 members with 1 complaint each	Detective Area - Central (610) 33 members with 1 complaint each 1 member with 2 complaints	Detective Area – South (620) 22 members with 1 complaint each 1 member with 2 complaints 1 member with 3 complaints
Unit 622 (622) 1 member with 1 complaint	Detective Area – North (630) 21 members with 1 complaint each	Unit 650 (650) 2 members with 1 complaint each
Public Transportation Section (701) 11 members with 1 complaint each		

Table 2

The table below describes the number of complaints lodged against members per unit and total complaints lodged against members in each unit (in order by unit number).

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
1	District 1	292	25	25	8.6%	0.086
2	District 2	328	48	115	14.6%	0.351
3	District 3	324	35	37	10.8%	0.114
4	District 4	339	43	45	12.7%	0.133
5	District 5	329	63	92	19.1%	0.280
6	District 6	371	46	51	12.4%	0.137
7	District 7	409	59	79	14.4%	0.193
8	District 8	362	38	48	10.5%	0.133
9	District 9	350	32	34	9.1%	0.097
10	District 10	327	41	44	12.5%	0.135
11	District 11	435	47	58	10.8%	0.133
12	District 12	320	26	34	8.1%	0.106

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
14	District 14	239	21	21	8.8%	0.088
15	District 15	323	56	61	17.3%	0.189
16	District 16	245	17	21	6.9%	0.086
17	District 17	230	23	37	10.0%	0.161
18	District 18	325	26	27	8.0%	0.083
19	District 19	370	26	27	7.0%	0.073
20	District 20	242	19	20	7.9%	0.083
22	District 22	246	26	31	10.6%	0.126
24	District 24	266	17	18	6.4%	0.068
25	District 25	358	29	29	8.1%	0.081
44	Recruit Training Section	401	78	80	19.5%	0.200
45	District Reinstatement Unit	3	0	0	0.0%	0.000
50	Airport Law Enforcement Section - North	128	2	2	1.6%	0.016
51	Airport Law Enforcement Section - South	46	1	1	2.2%	0.022
55	Mounted Unit 26	21	0	0	0.0%	0.000
57	Detail Unit 2	66	0	0	0.0%	0.000
59	Marine Operations Unit	39	0	0	0.0%	0.000
60	Helicopter Operations Unit	8	0	0	0.0%	0.000
79	Special Investigations Unit	22	2	2	9.1%	0.091
102	Office of Communications	25	0	0	0.0%	0.000
111	Office of The Superintendent	17	0	0	0.0%	0.000
114	Legal Affairs	23	0	0	0.0%	0.000

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Section					
115	Crime Control Strategies Section	26	0	0	0.0%	0.000
116	Deployment Operations Center	73	1	8	1.4%	0.110
120	Bureau of Organizational Development	9	0	0	0.0%	0.000
121	Bureau of Internal Affairs	77	2	2	2.6%	0.026
122	Finance Division	17	0	0	0.0%	0.000
123	Human Resources Division	83	1	1	1.2%	0.012
124	Education and Training Division	206	3	3	1.5%	0.015
125	Information Services Division	65	0	0	0.0%	0.000
126	Inspection Division	12	0	0	0.0%	0.000
127	Research and Development Division	29	0	0	0.0%	0.000
128	Professional Counseling Division	7	0	0	0.0%	0.000
129	Management and Labor Affairs Section	7	0	0	0.0%	0.000
130	Bureau of Technical Services	2	0	0	0.0%	0.000
131	Integrity Section	4	0	0	0.0%	0.000
133	Information and Strategic Services	7	0	0	0.0%	0.000
135	Community	11	0	0	0.0%	0.000

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Relations Division					
136	Special Events Unit	11	0	0	0.0%	0.000
140	Office of The First Deputy Superintendent	18	1	1	5.6%	0.056
141	Special Functions Division	4	0	0	0.0%	0.000
142	Bureau of Patrol	15	1	1	6.7%	0.067
145	Traffic Section	35	7	16	20.0%	0.457
148	Traffic Court Unit	2	0	0	0.0%	0.000
153	Special Functions Support Unit	15	0	0	0.0%	0.000
161	General Support Division	11	0	0	0.0%	0.000
162	Records Division	3	0	0	0.0%	0.000
163	Records Inquiry Section	6	1	1	16.7%	0.167
166	Field Services Section	120	0	0	0.0%	0.000
167	Evidence and Recovered Property Section	35	3	6	8.6%	0.171
169	Police Documents Section	5	1	1	20.0%	0.200
171	Central Detention Unit	39	1	1	2.6%	0.026
172	Equipment and Supply	5	0	0	0.0%	0.000
177	Forensic Services Division	54	0	0	0.0%	0.000
180	Bureau of Detectives	51	0	0	0.0%	0.000
184	Youth	5	0	0	0.0%	0.000

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Investigation Division					
187	Criminal Registration Unit	14	0	0	0.0%	0.000
188	Bureau of Organized Crime	10	0	0	0.0%	0.000
189	Narcotics Division	321	20	23	6.2%	0.072
191	Intelligence Section	48	0	0	0.0%	0.000
192	Vice & Asset Forfeiture Division	45	3	3	6.7%	0.067
193	Gang Investigation Division	205	7	7	3.4%	0.034
196	Asset Forfeiture Section	32	0	0	0.0%	0.000
211	Bureau of Patrol - Area Central	171	1	1	0.6%	0.006
212	Bureau of Patrol - Area South	94	0	0	0.0%	0.000
213	Bureau of Patrol - Area North	96	0	0	0.0%	0.000
222	Timekeeping Unit	3	0	0	0.0%	0.000
231	Medical Section	13	1	1	7.7%	0.077
241	Troubled Building Section	23	0	0	0.0%	0.000
261	Court Section	44	0	0	0.0%	0.000
276	OEMC - Detail Section	2	0	0	0.0%	0.000
277	Forensic Services Evidence Technician Section	88	3	4	3.4%	0.045
311	Gang Enforcement - Area Central	64	6	6	9.4%	0.094
312	Gang Enforcement	81	7	10	8.6%	0.123

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	- Area South					
313	Gang Enforcement - Area North	69	7	10	10.1%	0.145
341	Canine Unit	33	1	1	3.0%	0.030
353	Special Weapons and Tactics (Swat) Unit	68	1	1	1.5%	0.015
376	Alternate Response Section	138	1	1	0.7%	0.007
384	Juvenile Intervention Support Center (JISC)	43	2	2	4.7%	0.047
393	Unit 393	Unknown	1	1		
441	Special Activities Section	13	0	0	0.0%	0.000
442	Bomb Squad	13	0	0	0.0%	0.000
477	Unit 477	Unknown	4	4		
541	Fop Detail	7	0	0	0.0%	0.000
542	Detached Services - Government Security	18	0	0	0.0%	0.000
543	Detached Services - Miscellaneous Detail	61	1	2	1.6%	0.033
545	PBPA Sergeant	2	0	0	0.0%	0.000
549	Inspector General Detail Unit	1	0	0	0.0%	0.000
603	Arson Section	20	0	0	0.0%	0.000
606	Central Investigations Division	99	6	11	6.1%	0.111
608	Major Accident	35	2	2	5.7%	0.057

Unit Number	Unit Name	No. of Assigned Officers	No. of Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Investigation Unit					
610	Detective Area - Central	354	34	35	9.6%	0.099
620	Detective Area - South	237	24	27	10.1%	0.114
622	Unit 622	Unknown	1	1		
630	Detective Area - North	341	21	21	6.2%	0.062
650	Unit 650	Unknown	2	2		
701	Public Transportation Section	118	11	11	9.3%	0.093
702	CTA Security Unit	2	0	0	0.0%	0.000
704	Transit Security Unit	34	0	0	0.0%	0.000
711	Violence Reduction Initiative North	11	0	0	0.0%	0.000
712	Violence Reduction Initiative South	17	0	0	0.0%	0.000
714	Summer Mobile Patrol	103	0	0	0.0%	0.000
720	Grants Section	1	0	0	0.0%	0.000

Table 3

The table below details number of complaints lodged against members per unit and total complaints lodged against members in each unit (in order from highest to lowest by percentage of members in unit with a complaint).

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
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Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
145	Traffic Section	35	7	16	20.0%	0.457
169	Police Documents Section	5	1	1	20.0%	0.200
44	Recruit Training Section	401	78	80	19.5%	0.200
5	District 5	329	63	92	19.1%	0.280
15	District 15	323	56	61	17.3%	0.189
163	Records Inquiry Section	6	1	1	16.7%	0.167
2	District 2	328	48	115	14.6%	0.351
7	District 7	409	59	79	14.4%	0.193
4	District 4	339	43	45	12.7%	0.133
10	District 10	327	41	44	12.5%	0.135
6	District 6	371	46	51	12.4%	0.137
11	District 11	435	47	58	10.8%	0.133
3	District 3	324	35	37	10.8%	0.114
22	District 22	246	26	31	10.6%	0.126
8	District 8	362	38	48	10.5%	0.133
313	Gang Enforcement - Area North	69	7	10	10.1%	0.145
620	Detective Area - South	237	24	27	10.1%	0.114
17	District 17	230	23	37	10.0%	0.161
610	Detective Area - Central	354	34	35	9.6%	0.099
311	Gang Enforcement - Area Central	64	6	6	9.4%	0.094
701	Public Transportation Section	118	11	11	9.3%	0.093
9	District 9	350	32	34	9.1%	0.097

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
79	Special Investigations Unit	22	2	2	9.1%	0.091
14	District 14	239	21	21	8.8%	0.088
312	Gang Enforcement - Area South	81	7	10	8.6%	0.123
167	Evidence and Recovered Property Section	35	3	6	8.6%	0.171
1	District 1	292	25	25	8.6%	0.086
12	District 12	320	26	34	8.1%	0.106
25	District 25	358	29	29	8.1%	0.081
18	District 18	325	26	27	8.0%	0.083
20	District 20	242	19	20	7.9%	0.083
231	Medical Section	13	1	1	7.7%	0.077
19	District 19	370	26	27	7.0%	0.073
16	District 16	245	17	21	6.9%	0.086
142	Bureau of Patrol	15	1	1	6.7%	0.067
192	Vice & Asset Forfeiture Division	45	3	3	6.7%	0.067
24	District 24	266	17	18	6.4%	0.068
189	Narcotics Division	321	20	23	6.2%	0.072
630	Detective Area - North	341	21	21	6.2%	0.062
606	Central Investigations Division	99	6	11	6.1%	0.111
608	Major Accident Investigation Unit	35	2	2	5.7%	0.057

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
140	Office of The First Deputy Superintendent	18	1	1	5.6%	0.056
384	Juvenile Intervention Support Center (JISC)	43	2	2	4.7%	0.047
193	Gang Investigation Division	205	7	7	3.4%	0.034
277	Forensic Services Evidence Technician Section	88	3	4	3.4%	0.045
341	Canine Unit	33	1	1	3.0%	0.030
121	Bureau of Internal Affairs	77	2	2	2.6%	0.026
171	Central Detention Unit	39	1	1	2.6%	0.026
51	Airport Law Enforcement Section - South	46	1	1	2.2%	0.022
543	Detached Services - Miscellaneous Detail	61	1	2	1.6%	0.033
50	Airport Law Enforcement Section - North	128	2	2	1.6%	0.016
353	Special Weapons and Tactics (Swat) Unit	68	1	1	1.5%	0.015
124	Education and	206	3	3	1.5%	0.015

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Training Division					
116	Deployment Operations Center	73	1	8	1.4%	0.110
123	Human Resources Division	83	1	1	1.2%	0.012
376	Alternate Response Section	138	1	1	0.7%	0.007
211	Bureau of Patrol - Area Central	171	1	1	0.6%	0.006
45	District Reinstatement Unit	3	0	0	0.0%	0.000
55	Mounted Unit 26	21	0	0	0.0%	0.000
57	Detail Unit 2	66	0	0	0.0%	0.000
59	Marine Operations Unit	39	0	0	0.0%	0.000
60	Helicopter Operations Unit	8	0	0	0.0%	0.000
102	Office of Communications	25	0	0	0.0%	0.000
111	Office of The Superintendent	17	0	0	0.0%	0.000
114	Legal Affairs Section	23	0	0	0.0%	0.000
115	Crime Control Strategies Section	26	0	0	0.0%	0.000
120	Bureau of Organizational Development	9	0	0	0.0%	0.000
122	Finance Division	17	0	0	0.0%	0.000
125	Information	65	0	0	0.0%	0.000

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Services Division					
126	Inspection Division	12	0	0	0.0%	0.000
127	Research and Development Division	29	0	0	0.0%	0.000
128	Professional Counseling Division	7	0	0	0.0%	0.000
129	Management and Labor Affairs Section	7	0	0	0.0%	0.000
130	Bureau of Technical Services	2	0	0	0.0%	0.000
131	Integrity Section	4	0	0	0.0%	0.000
133	Information and Strategic Services	7	0	0	0.0%	0.000
135	Community Relations Division	11	0	0	0.0%	0.000
136	Special Events Unit	11	0	0	0.0%	0.000
141	Special Functions Division	4	0	0	0.0%	0.000
148	Traffic Court Unit	2	0	0	0.0%	0.000
153	Special Functions Support Unit	15	0	0	0.0%	0.000
161	General Support Division	11	0	0	0.0%	0.000
162	Records Division	3	0	0	0.0%	0.000
166	Field Services Section	120	0	0	0.0%	0.000

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
172	Equipment and Supply	5	0	0	0.0%	0.000
177	Forensic Services Division	54	0	0	0.0%	0.000
180	Bureau of Detectives	51	0	0	0.0%	0.000
184	Youth Investigation Division	5	0	0	0.0%	0.000
187	Criminal Registration Unit	14	0	0	0.0%	0.000
188	Bureau of Organized Crime	10	0	0	0.0%	0.000
191	Intelligence Section	48	0	0	0.0%	0.000
196	Asset Forfeiture Section	32	0	0	0.0%	0.000
212	Bureau of Patrol - Area South	94	0	0	0.0%	0.000
213	Bureau of Patrol - Area North	96	0	0	0.0%	0.000
222	Timekeeping Unit	3	0	0	0.0%	0.000
241	Troubled Building Section	23	0	0	0.0%	0.000
261	Court Section	44	0	0	0.0%	0.000
276	OEMC - Detail Section	2	0	0	0.0%	0.000
441	Special Activities Section	13	0	0	0.0%	0.000
442	Bomb Squad	13	0	0	0.0%	0.000
541	Fop Detail	7	0	0	0.0%	0.000
542	Detached	18	0	0	0.0%	0.000

Unit Number	Unit Name	No. of Assigned Officers	Officers with Complaints	Total Complaints	Percentage of Officers with Complaints	Complaints per Officer
	Services - Government Security					
545	PBPA Sergeant	2	0	0	0.0%	0.000
549	Inspector General Detail Unit	1	0	0	0.0%	0.000
603	Arson Section	20	0	0	0.0%	0.000
702	CTA Security Unit	2	0	0	0.0%	0.000
704	Transit Security Unit	34	0	0	0.0%	0.000
711	Violence Reduction Initiative North	11	0	0	0.0%	0.000
712	Violence Reduction Initiative South	17	0	0	0.0%	0.000
714	Summer Mobile Patrol	103	0	0	0.0%	0.000
720	Grants Section	1	0	0	0.0%	0.000
393	Unit 393	Unknown	1	1	--	--
477	Unit 477	Unknown	4	4	--	--
622	Unit 622	Unknown	1	1	--	--
650	Unit 650	Unknown	2	2	--	--

Appendix C

Below is the press release regarding the search committee for the Chief Administrator.



OFFICE OF THE MAYOR CITY OF CHICAGO

FOR IMMEDIATE RELEASE

November 10, 2017

CONTACT:

Mayor's Press Office
312.744.3334
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MAYOR EMANUEL NAMES COPA CHIEF ADMINISTRATOR SEARCH COMMITTEE

Mayor Rahm Emanuel today announced the members of the Civilian Office of Police Accountability (COPA) Chief Administrator search committee, taking a step forward in the selection process for the next leader of the civilian oversight agency.

"Community trust, built on systems of fairness and engagement, is critical to public safety, and we must continue the work started when COPA launched just over a month ago," said Mayor Emanuel. "I thank this group for lending their time, experience and knowledge to the city of Chicago and for helping to select the most qualified candidates who are dedicated to the goals of strong accountability and independence."

The 20-member search committee, consisting of advocacy leaders, members of the COPA Advisory Council, faith leaders, academics and attorneys, will conduct a local and national search to find the next permanent COPA Chief Administrator. The Mayor's selection will be from a list of names that the search committee submits. The final selection will be subject to the approval by City Council, as dictated in the Police Accountability ordinance, before the Chief Administrator starts serving out the remainder of the inaugural four-year term, which began with the launch of COPA on September 15th. Upon City Council approval of the next COPA leader, the search committee will disband.

"Trust is our first and best public safety tool," said Z Scott, Partner at Foley & Lardner LLP. "I have complete confidence that this search committee will promote our city's highest values and strengthen COPA's mission to rebuild public trust and restore accountability to the police department."

In October 2016 City Council passed Mayor Emanuel's Police Accountability Ordinance establishing COPA, following public hearings, discussions with Council members, feedback from residents across the city and the Police Accountability Task Force report. At the request of community leaders, a community-led process spearheaded by the Grassroots Alliance for Police Accountability has also been established. That process may inform further steps by the City Council concerning chief administrator vacancies in the future.

121 NORTH LASALLE STREET, ROOM 507, CHICAGO, ILLINOIS 60602

"COPA was created with community input and this search process will be a community effort," said Alderman Ariel Reboyras, Chairman of the City Council Committee. "This committee represents Chicago's diversity, and we are confident it will lead to the selection of committed and capable Chief Administrator."

Mayor Emanuel previously named the chairs of COPA Chief Administrator Search Committee. They are Paula Wolff, Director of the Illinois Justice Project, Z Scott, Partner at Foley & Lardner LLP and Alderman Ariel Reboyras, Chairman of the City Council Committee on Public Safety. During the search, retired-Judge Patricia Banks will continue to serve as interim Chief Administrator.

"Trust between police and community is built on strong accountability measures that are respected by both community and police," said Paula Wolff, Director of the Illinois Justice Project. "I am confident we will find a new Chief Administrator who knows that the goal of any strong accountability system is the vigorous protection of the rights of all our residents, whether they are civilians or sworn officers."

The members of the COPA Chief Administrator Search Committee include:

Bonnie Allen, Executive Director, Chicago Lawyers' Committee for Civil Rights

Eddie Bocanegra, Senior Director, READi Chicago, Heartland Alliance

Dwayne Bryant*, Founder & CEO, Inner Vision International

Jeffrey Cramer, Managing Director, Berkeley Research Group

Ramon Estrada*, General Counsel, Chicago Housing Authority

Emmett Farmer*, Affected family member

Dean Creasie Finney Hairston*, Dean, UIC, Jane Addams College of Social Work

Deborah Harrington, Board of Directors, BPI

Kim L. Hunt, Executive Director, Pride Action Tank

Dorri McWhorter, CEO, YWCA Metropolitan Chicago

Rev. Dr. Johnny Miller*, Pastor, Mt. Vernon Baptist Church

Michelle Morales, Executive Officer, Mikva Challenge

Xavier Ramey, CEO, Justice Informed

Steven Saltzman*, Civil Rights Attorney

Pastor Ron Taylor, Executive Director, United Congress of Community and Religious Organizations

Remel Terry*, 2nd Vice President, NAACP Westside

Richard Wooten*, Gathering Point Community Council and former CPD officer

**member of the COPA Community Advisory Council*

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Appendix D

The table below describes the average days to conclusion by finding since 2009.

Mean Days to Conclusion, by Finding									
Findings	Year								
	2009	2010	2011	2012	2013	2014	2015	2016	2017
Sustained	463	801	990	1,166	1,041	1,012	523	818	546
Not Sustained	322	360	568	598	520	478	360	568	559
Unfounded	172	247	396	407	238	188	175	324	201
Exonerated	240	119	120	323	404	133	766	0	468

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Appendix E

The table below describes the average days to conclusion by category since 2009.

Days to Conclusion, by Category									
Category	Year								
	2009	2010	2011	2012	2013	2014	2015	2016	2017
Domestic Violence	99	38	126	22	38	228	398	522	349
Excessive Force	152	163	236	340	261	159	132	205	238
Firearm Discharge that Struck Another Person	605	706	995	1,211	1,365	940	551	935	602
Search or Seizure	143	499	544	748	179	482	27	769	61
Verbal Abuse	84	99	127	66	89	67	77	124	181

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Appendix F

The table below describes the pending investigations by category, as of December 31, 2017 for Q4 2017 and September 30, 2017 for Q3 2017.

2017 Pending Investigations by Category				
Category	Q4 2017		Q3 2017	
	#	%	#	%
Excessive Force	396	39.1%	474	50.9%
Search, Seizure, or Denial of Counsel	108	10.7%	25	2.7%
Domestic Violence	104	10.3%	103	11.1%
Civil Suits	103	10.2%	76	8.2%
Miscellaneous	75	7.4%	15	1.6%
Firearm Discharge - Hits	61	6.0%	73	7.8%
Verbal Abuse	61	6.0%	70	7.5%
Unnecessary Display of Weapon	34	3.4%	38	4.1%
Death or Injury In Custody	23	2.3%	22	2.4%
Coercion	16	1.6%	5	0.5%
Firearm Discharge - No Hits	16	1.6%	12	1.3%
Firearm Discharge at Animal	6	0.6%	4	0.4%
Motor Vehicle Related Death	6	0.6%	6	0.6%
Taser Notification	4	0.4%	9	1.0%
Total	1,013	100.0%	932	100.0%

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CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

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