



## COPA Recommendations Regarding the Re-hiring, Resignation, and Retirement of CPD Members

### Project Overview

Members of the Chicago Police Department (CPD) have resigned during misconduct investigations, especially when facing serious allegations of misconduct. This raised questions about the exact number of resignations that have occurred during investigations, as this can impact the re-hiring of former CPD members as well as how COPA investigates misconduct and calculates case closure statistics. At the outset of this project, there were numerous instances where resigned members were not accurately labeled as “Resigned During Invest.” COPA’s Policy Research and Analysis Division (PRAD) sought to quantify the number of CPD members who resigned during COPA investigations, identify barriers to accurate resignation reporting, and develop policy recommendations to promote accurate and timely reporting of CPD member resignations. The Superintendent of Police had 60 days to respond to our policy recommendations. An approximate timeline of key past events, and expected future events, is presented below as well as a list of key policies and documents related to this work.

### Timeline

- **August – December, 2023:** PRAD staff spoke with internal and external staff, reviewed department policies, and examined CMS and CLEAR databases. PRAD staff then drafted a recommendation letter that was internally reviewed.
- **January 25, 2024:** COPA’s Chief Administrator sent a finalized recommendation letter directly to CPD’s Superintendent of Police (see included letter below).
- **March 25, 2024:** CPD’s Chief of the Bureau of Internal Affairs sent a response to the recommendation letter to COPA’s Chief Administrator (see included letter below).
- **February 20, 2025:** Timely CMS notifications for both COPA and CPD regarding CPD member employment changes (resigning, retiring, or rehiring) during open investigations were implemented.

### Key Policies and Documents

- City of Chicago Office of Budget and Management, “Chicago Police Department Lateral and Rehire Agreement” (effective July 14, 2023)
- Chicago Police Department, “Chicago Police Department Re-hire Program for Former Sworn Employees.”
- G08-01-01, Complaint and Disciplinary System Definitions, Section II (effective December 31, 2022)
- S08-01-07, Command Channel Review, Section VI (effective December 31, 2022)
- City of Chicago Policy Regarding Ineligibility for Rehire (effective February 1, 2019)

Last updated: 02/26/2025