



# City of Chicago



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CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

INTEGRITY • TRANSPARENCY • INDEPENDENCE • TIMELINESS

## ANNUAL REPORT

JANUARY 1, 2018 THROUGH DECEMBER 31, 2018

# 2018

Published February 19, 2019

SYDNEY R. ROBERTS - CHIEF ADMINISTRATOR

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## **IN RE: COPA 2018 Annual Report**

To the Mayor, Superintendent of the Chicago Police Department, Chairman of the City Council Committee on Public Safety, City Clerk, and people of Chicago:

Enclosed, please find the public annual report of the Civilian Office of Police Accountability (COPA) for the year 2018, which is submitted pursuant to MCC § 2-78-150.

In my first eight months, COPA continued efforts to build trust among residents with an enhanced emphasis on building that trust with the Chicago Police Department. Through these efforts COPA has directly engaged thousands of residents and countless others indirectly through social media, flyers, and other promotional activities. Contacts with law enforcement reached nearly 900 academy recruits and more than 100 incumbent officers.

We have been steadfast in our quest to increase investigative timeliness and quality. We have increased cases subject to legal and quality review and have made process improvements to increase our timeliness. Moreover, COPA participated in the negotiation of the Consent Decree—a roadmap which I believe, if followed, will yield substantial and sustainable police reform for the City of Chicago.

September 2018 marked COPA's first anniversary and civilian oversight in Chicago has improved significantly beyond what it was even two years ago. The lessons from the DOJ report, Police Accountability Task Force report, and the voices of the many civilians and law enforcement officers of Chicago have been taken to heart.

I remain privileged to serve the City of Chicago and am proud to release this annual report. The information herein reflects COPA's commitment to overcoming past deficiencies; upholding sound investigative methodologies; conducting thorough, fair, objective, and timely investigations; and producing transparent reports on our activities.

Sincerely,

A handwritten signature in black ink that reads "Sydney R. Roberts".

Sydney R. Roberts  
Chief Administrator

**COPA Annual Report**  
**For the period**  
**January 1, 2018 through December 31, 2018**

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## 2018 At A Glance

Page numbers are provided to assist the reader in finding the chart or table that corresponds to the data highlighted below:

- \* In 2018, the Civilian Office of Police Accountability (COPA) retained for investigation 44% more public complaints than in 2017. (Page 22)
- \* The jurisdictional change in COPA's authority resulted in 425 complaints retained for investigations involving allegations of Improper Search/Seizure for 2018. This represents COPA's largest complaint intake category exceeding the next highest, Excessive Force, by 197 cases. The Improper Search and Seizure category constituted 41% of COPA's retained complaints in 2018. (Page 22)
- \* For the third consecutive year, Excessive Force complaints have decreased. In 2018, those complaints decreased by 25%. (Page 22)
- \* In 2018, COPA retained 76 notifications of Incidents in Custody, representing the third consecutive year of increases in this category. (Page 23)
- \* Cases concluded with a finding of Complaint Sustained increased by 52% in 2018, compared to the prior year, and the total number of investigations Concluded With Findings increased by 87%. (Page 28). Total sustained complaints represented 34% of cases Concluded With Findings.
- \* In comparison, the number of investigations Concluded Without Findings decreased by 18% from 2017. (Page 29)
- \* During the year 2018, following fair and thorough investigations, COPA recommended discipline ranging from suspension to separation for 92 members of the Chicago Police Department. (Page 32)
- \* At the end of 2018, COPA's count of pending investigations increased by 16% compared to 2017. Of the pending investigations, 319 involved allegations of Improper Search/Seizure, up from 112 in 2017. (Page 26)

## Authority & Jurisdiction

COPA was created as an independent police accountability agency by ordinance of the Chicago City Council on October 5, 2016. COPA officially launched on September 15, 2017 with the responsibility to receive all complaints of police misconduct involving the Chicago Police Department (Department) and investigate those complaints involving:

- Excessive Force,
- Domestic Violence,
- Coercion,
- Verbal Abuse,
- Unlawful Search or Seizure, and

- Unlawful Denial of Counsel.

COPA also receives notifications of and investigates certain types of incidents including:

- All officer-involved firearm discharges,
- All officer-involved deaths and custodial deaths,
- Taser discharges resulting in serious injury or death, and
- Any incident involving an officer that results in serious bodily injury or death.

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 required to provide quarterly and annual updates on its performance. This report provides information concerning COPA's operations and summary statistical data on COPA's investigative work, from January 01, 2018 through December 31, 2018.

Note that COPA queries data for each report and updates previously reported data as necessary. This may result in slight changes from quarter to quarter. Therefore, these reports reflect accurate and complete data at the time of publication.

To learn more about COPA, please visit [www.chicagocopa.org](http://www.chicagocopa.org).

## **2018 Year in Review**

### **1. Consent Decree**

In August 2017, the State of Illinois filed a lawsuit against the City of Chicago to enjoin the Chicago Police Department "from engaging in a repeated pattern of using excessive force, including deadly force, and other misconduct that disproportionately harms Chicago's African American and Latino residents." (State of Illinois v. City of Chicago (Northern District of Illinois, Eastern Division Case No. 17-cv-6260)).

On January 31, 2019, a federal court judge entered the decree as an order of the court but as of the publication of this report implementation of the decree has been delayed. Appointment of a Consent Decree monitor was pending at the time of this publication.

Relative to police oversight and accountability, the Consent Decree restricts the use of force and requires greater transparency. It also asks the City to use its best efforts to ensure that COPA has jurisdiction to conduct administrative investigations of alleged sexual misconduct by Department members. In addition, the Consent Decree also sets forth enhanced reporting and policy requirements for COPA, CPD, and the City.

COPA has evaluated its current operational status against the requirements of the proposed Consent Decree and is poised to meet its mandates. The following are some of the provisions that will alter COPA's current operations:

- Mediation: COPA and the Department will create parallel complainant-based mediation programs incorporating input from the community.
- Sexual Misconduct Investigations: The City will use best efforts to provide COPA with jurisdiction to conduct administrative investigations into allegations of sexual misconduct by Department members. Any such investigation will also be reviewed by the Chicago Office of Inspector General—Deputy Inspector General for Public Safety.
- Domestic Violence Investigations: Incidents involving allegations of officer-involved domestic violence will be subject to prompt and timely notification to COPA.
- Public Reporting: COPA will have additional reporting obligations commencing in 2020, which will be facilitated by increased data-tracking mechanisms made possible by a new Case Management System (CMS).
- Findings: The Consent Decree requires a modification to COPA's investigative findings. Notably, the Consent Decree requires that a finding of “unfounded” or “exonerated” be supported by “clear and convincing evidence.” This modification will replace the prior “preponderance of the evidence” standard.” The standard for “sustained” and “not sustained” will remain a “preponderance of the evidence.” We anticipate this may result in fewer cases with findings of “unfounded” or “exonerated” and more cases with a finding of “not sustained”

The Consent Decree reflects a roadmap to police reform for the Chicago Police Department that COPA believes has the ability to bring about sustainable reform. COPA looks forward to implementing these changes, in coordination with the Department and other City agencies, to better effectuate its goal of investigating police misconduct in a transparent and timely manner.

For more information, see <http://chicagopoliceconsentdecree.org/>.

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## **2. Public Affairs**

### **2.1 Community Engagement**

An integral part of COPA's mission is to engage, educate, and inform the public on COPA's purpose and intent. In part, that includes the fair, thorough, and objective investigation of certain types of alleged police misconduct. But of equal importance is COPA's goal to help heal the rifts that have developed between civilians and police by helping each regain trust in and respect for the other.

To that end, in 2018 the COPA team continued to build and expand relationships by meeting with and listening to the residents of Chicago as well as the members of the Chicago Police Department.

We believe that only by extending a hand can we all once again be drawn together for the greater good of the City of Chicago and for the benefit of all who live and work here.

COPA's data driven approach to engaging residents was initially directed at meeting with and opening lines of communication with residents in communities that had both high levels of police interaction and police misconduct complaints filed. During 2018 much of our focus was placed upon hosting and attending community meetings to provide information about COPA, our jurisdiction, and how to file complaints. This began with extensive outreach at Ward meetings, community meetings, and other events to spread awareness of the agency in the target communities. Through these meetings, COPA personnel have sought to build trust by bridging the knowledge gap about the agency's mission and investigatory jurisdiction; how COPA is independent from the Chicago Police Department; and the various ways in which to submit a complaint about police misconduct to COPA. Efforts in 2018 led to presentations or participation at over 100 meetings and the direct engagement of approximately 9000 residents, not including indirect marketing through social media, flyers, and other promotional activities.

### **2.2 Community-Based Collaborations**

In the Spring of 2018, COPA expanded its engagement efforts to develop partnerships and relationships with organizations that serve residents of the City of Chicago. COPA recognized that residents seeking social services may disclose complaints to providers involving their interactions with members of the Chicago Police Department. Accordingly, as part of our community engagement efforts, COPA collaborated with organizations that were social service, education, advocacy, or prisoner reentry focused. A list of those agencies is noted below:

TASC	CEDA
Leaders Network	Chatham Reunite
Westside Ministers Coalition	Humboldt Park Youth & Safety Committee
Hyde Park CAC	UCAN
Austin CAC	South Austin Neighborhood Association
North Lawndale CAC	Chicago Alumnae Chapter of Delta Sigma Theta
Bronzeville CAC	Catholic Charities
Englewood CAC	Michele Clark Magnet High School
NAACP (South)	Carver Military Academy High School
ECAN	Cento Comunitario Juan Diego
Community 4 Unity	Clerk of the Circuit Court of Cook County
Lawndale Community Christian Center	

In all, over 20 organizations were engaged in 2018. In 2019, COPA will continue to collaborate with more community organizations as it broadens its reach into the neighborhoods where citizen distrust of police is the deepest.

COPA Community Hours hosted at Chicago Public Libraries (CPL)

As part of our community engagement strategy COPA sought to address a major barrier that has prevented residents from filing complaints, participating actively in an investigation, and/or having the opportunity to be informed of our services—transportation! In the Spring of 2018, COPA launched a pilot program aimed at “meeting community members where they are.” COPA Community Hours was developed with an appreciation for the transportation challenges that can stand in the way of a resident filing a complaint or otherwise availing themselves of the services offered by COPA. Research done in previous years determined that the farther a complainant lived from COPA’s office, the less likely they were to sign the sworn affidavit—a required document before a department member may be interviewed or disciplined for misconduct.

Based on the success of our initial efforts COPA decided to expand its COPA Community Hours initiative into 2019. This year we will host locations in every police district in the city. Through these efforts we will continue to expand awareness of the services provided by COPA. We also will intentionally engage with residents in communities that are not known for high levels of police interactions. Below is a list of confirmed locations through April 2019, with more locations to be added each month through the remainder of the year. As additional sites are confirmed they will be placed on our website at <http://www.chicagocopa.org/events/>.

Date	Police District	Community Area	Library Name
Wednesday, February 20, 2019	14	Shakespeare/ Logan Square	Humboldt Park Library Branch
Thursday, February 21, 2019	5	Pullman	Pullman Branch
Wednesday, February 27, 2019	5	West Pullman	West Pullman Branch
Tuesday, March 12, 2019	17	Albany Park	Albany Park Branch
Wednesday, March 27, 2019	11	Garfield Park	Leger Library Branch
Wednesday, April 10, 2019	7	Englewood	West Englewood Branch

During COPA Community Hours at Chicago Public Library branches, residents will be provided the opportunity to meet with agency investigators, file complaints, and learn more about our investigative process. COPA public affairs staff will be there to share information regarding agency events and its role in the accountability structure.

### 2.3 Engagement–Law Enforcement

COPA also initiated an aggressive engagement strategy to begin building trust with the law enforcement community. As the administrative agency that investigates allegations of police misconduct, all Officer Involved Shootings, and other serious Use of Force incidents it is important that members of CPD understand COPA's role. To build their trust and confidence in civilian police oversight, COPA facilitated numerous opportunities to open lines of communication with Department members by informing them of our investigative process and how we ensure investigative integrity, objectivity, thoroughness, and fairness. To that end, COPA leadership and investigative staff conducted trainings and question and answer sessions with nearly 900 police recruits from every recruit class held in 2018. In addition, COPA Chief Administrator Sydney R. Roberts and other investigative personnel conducted roll-call presentations at several districts, including an Area Detective Division. After receiving positive reports at beat meetings from residents about interactions with law-enforcement COPA initiated beat meeting contacts to further share information about our agency, how to file complaints, and also how to file compliments reflective of positive police encounters experienced in the beats.

Instructing at the Police Academy, presenting during Department roll calls, attending Beat meetings and the like will continue to be focal points for building trust in civilian police oversight and accountability into 2019.

## **2.4 Youth Engagement**

Based upon its deep commitment to youth, COPA developed relationships with several educational institutions. During 2018, COPA's investigative and legal staff engaged over 400 youths through presentations at Michele Clark Magnet High School, Carver Military Academy High School, and the Mikva Challenge. These platforms enabled COPA to provide information about Chicago's history of civilian law enforcement oversight and the Chicago Police Department's Use of Force policy.

Students also were presented with information concerning important legal concepts, such as reaching conclusions based upon the totality of circumstances, understanding objective reasonableness, proportionality, and necessity when using force. COPA staff also explained its investigative process and how COPA analyzes alleged incidents of excessive force. Equally valuable was COPA's opportunity to be educated by the students and to listen to their concerns and ideas for improving policing and civilian oversight.

What began as a plan to engage students for a single class period expanded into a 3-day educational seminar wherein students were presented with a hypothetical case to investigate. As part of this exercise, they served as complainants, victims, police officers, and COPA investigators ultimately charged with reaching a finding of whether the Officers' actions were "within Department policy" or "outside of policy." The exercise concluded on the final day with students presenting their findings before the entire class.

Based upon the positive response of students as reflected in surveys, in 2019 COPA will expand its efforts to engage youth, and more importantly, to listen to what they have to say. Highlighting youth engagement efforts also led to the Mikva Challenge youth group promoting COPA and the importance of civilian-led police oversight as a part of their community survey efforts.

## **3. Personnel and Budget**

### **3.1 Staffing**

In May 2018, Sydney R. Roberts was appointed and confirmed as COPA's new Chief Administrator, replacing former Chief Administrator Sharon Fairley who resigned in October 2017. Since that time COPA has filled all vacancies amongst its executive leadership ranks through the hiring of a Chief of Staff, First Deputy Chief Administrator, Director of Public Policy and Legislative Affairs, Director of Quality Management, and Director of Administrative Services. They joined a host of recently-hired attorneys, investigators, and paralegals, all of whom share our vision to make COPA the leader in police accountability by conducting fair, thorough, and timely investigations; advancing the culture of policing; and building trust in civilian oversight.

Staffing activity is monitored by the City of Chicago Office of Budget and Management to ensure that positions are filled throughout the fiscal year in such a manner that adequately

meets the agency's needs and attempts to capture salary salvage for the sake of fiscal prudence. As of February 2019, the agency had 24 vacancies out of a total 2019 workforce of 151 full time staff. Agency vacancies are as follows:

COPA Division	# Of Vacancies
Investigations	13
Legal	5
Public Affairs	2
Information Technology	3
Administration	1
<b>Total</b>	<b>24</b>

To ensure compliance with the Consent Decree, COPA's has increased its full-time staff by 6. The below is reflective of new positions added:

COPA Positions	# Of Personnel
Intake Aides	3
Director of Compliance & Transparency	1
Director of Investigations	2
<b>Total</b>	<b>6</b>

### 3.2 Budget

The agency's budget is set by City of Chicago Ordinance, authorizing the annual budget appropriation for COPA to be no less than 1% of the Chicago Police Department's annual operating budget, not including grant funds. The 2019 budget appropriation for COPA complies with its ordinance and represents a 4.23% increase from the previous year's appropriation as shown in the table below:

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Expense Category	2018 Budget	2019 Budget	Change
Personnel	\$10,208,036	\$11,259,481	\$1,051,445
Non-Personnel	\$3,081,357	\$2,591,804	(\$489,553)
<b>Total</b>	<b>\$13,289,393</b>	<b>\$13,851,285</b>	<b>\$561,892</b>

#### 4. Training & Professional Development

The mission of the Training and Professional Development Division (TPDD) is to develop and implement a comprehensive employee centered, skill-based, preparedness training program. To meet this objective, the TPDD acts as the central depository for ensuring its members have the most up-to-date training necessary to ensure their success. The TPDD is committed to ensuring the highest level of confidence in COPA and civilian police oversight. Our approach is progressive, with the goal of transforming the Civilian Office on Police Accountability into a well-rounded, transparent, and independent state-of-the-art civilian oversight body.

TPDD's strategy is to carefully plan training activities best suited for the continued growth of COPA's workforce. To meet that objective, we focus on creating a learning environment that is didactic, experiential, and practical. We also ensure that investigators and the legal team have a thorough and in-depth understanding of the tenets of an objective, thorough, and independent investigation and of the policies and practices necessary for consistency and fairness.

There were seven key training and professional development activities in 2018.

- New Hire Onboarding Training

The onboarding training is the most comprehensive new hire training offered to city employees at one time. The training is a week-long and is designed to introduce new employees to three salient concepts: 1) COPA's mission, vision, and core values; 2) the City of Chicago's policies and procedures; and 3) the historical overview of civilian oversight.

- COPA Training Academy

The training academy is a six (6) week comprehensive training program that includes among its instructors national and local experts in investigation, applicable legal concepts, law enforcement oversight, implicit bias, and procedural justice. COPA's training includes weekly testing on core investigative concepts and an integrated practicum project in which trainees combine the skills and knowledge learned over the course of COPA Academy into a final project and on-the job

training (OJT). During OJT employees are assigned to different teams to work alongside other investigators.

- In February 2018, COPA became a state-certified provider for the Minimum Continuing Legal Education Board of the Supreme Court of Illinois. Eligible COPA Academy students may receive MCLE credits as appropriate.
- In-Service Trainings and External Professional Development Training Opportunities offered in 2018 included 12 in-service trainings and two “Lunch and Learns.” Highlighted below are the trainings offered:
  - ❖ Quality Management Training,
  - ❖ Evidence Specialist and Digital Forensic Overview,
  - ❖ Webinar Series—Investigative Search and Seizure Allegations,
  - ❖ CPD Rules and Regulations,
  - ❖ Use of Force,
  - ❖ IT Systems Training,
  - ❖ Photo Array Training,
  - ❖ Thomas Reuter CLEAR database,
  - ❖ Trauma Informed Care,
  - ❖ Ethics Training,
  - ❖ Relationship Between Homelessness and Investigative Practices, and
  - ❖ Restorative Justice.

In addition, COPA administration and management staff attended seven external training opportunities.

- **Internship Program**

In 2018, COPA’s internship program continued to grow. In the spring and summer, 39 students submitted applications; 16 applicants in the Spring and 22 applicants in the Summer. Of the 39, 12 were accepted into the program. Of those accepted, 9 (75%) were accepted into the investigative program and 2 were accepted into the legal program.

- **New Hire: Training Officer**

In 2018, COPA hired a training officer (TO). The TO will assume various responsibilities including but not limited to the management of COPA’s Case Management System (CMS) training modules, the growth of the internship program and in collaboration with the Director of Training and Professional Development will assist in the implementation of the mandates required in the Consent Decree.

- COPA Case Management System Training/Process Development

In 2018, the training officer worked in collaboration with COPA consultants on the development and implementation of the new Case Management System (CMS). The CMS was implemented in February 2019. More on the CMS will be discussed in detail in the Q1 2019 report.

## **5. Investigations—Quality Assurance & Management**

In Q4 2018 COPA hired a Director of Quality Management (DQM) to oversee activities and tasks to achieve and maintain the desired level of quality in the service that COPA provides.

Quality Management (QM) is crucial to successfully running any organization. At COPA, the QM team helps to enhance investigative integrity by supporting investigations and investigators in the production of fair, independent, objective, thorough, accurate, unbiased, and timely investigations and summary reports of investigation.

QM's Quality Management Analysts (QMAs) and the DQM review all Major Cases and General Investigations that recommend a suspension of 30 days or more. The QM team conducts a multi-layered review of the Summary Report of Investigation (SRI) on each of these cases to:

- Ensure accuracy and consistency between the file and the report.
- Confirm that investigations are thorough, fair, independent, and objective.
- Verify that investigative steps were timely and consistent with applicable rules, policies, procedures, and laws.

After each case is reviewed, it is rated in 4 categories: Investigative File Review, Evidentiary Review, Interviews, and SRI review. Cases that do not pass QM review are returned to the Investigation Division for additional work.

The DQM and QMA's also facilitate collaboration between Investigators and their Supervisors on the content of the SRI and the finding recommendations.

- Evidence Specialists

QM's Evidence Specialists travel to the scene of most major case incidents to ensure that CPD Evidence Technicians (ETs) collect all evidence necessary for COPA's investigation. They make certain the ETs properly collect and preserve that evidence. They also submit evidence to the Illinois State Police for testing and/or analysis and retrieve evidence from CPD's Evidence and Recovered Property Section (ERPS) for analysis.



- Digital Forensic Analyst

QM's Digital Forensic Analyst (DFA): The DFA extracts video from complainant and witness cell phones. He obtains investigation-relevant CCTV or video recordings at or near the scene of an incident. The DFA processes audio and video recording files to enhance their clarity. In select cases, she or he synchronizes multiple video views to provide investigators with the best possible information about the case. The DFA also assists with COPA transparency compliance by preparing video recordings for placement on the COPA website.

- Data Entry Operators

QM Data Entry Operators (DEOs) provide COPA with electronic support by creating and maintaining various databases and spreadsheets. They assist Investigators in uploading evidence to the CLEAR CMS (the CPD complaint database) as needed. DEOs also generate correspondence to various stakeholders.

What is planned?

- In 2019, the DQM and/or QMAs will conduct monthly and/or quarterly audits of cases Closed Without Findings, i.e., administrative closures and closed General Investigation cases.
- In 2019, the QM DEOs will work with Chicago's Office of Emergency Management and Communications (OEMC) to help expedite our retrieval of associated audio recording files, such as 911 call recordings and CPD radio transmissions.

## 6. Information Technology

In 2018, COPA has worked steadfast to implement a Case Management System reflective of best practices while simultaneously addressing the deficiencies of predecessor agencies highlighted in the Chicago Police Accountability Task Force and Department of Justice reports. Through the development of this new CMS COPA will:

- Maintain all COPA-related files in a centralized location to create more reliable data collections regarding the number, nature, and status of all complaints and notifications, from Intake Process to Final Disposition;
- Have access to the real time status of investigations;
- Provide easier access for all employees to identify caseloads for investigators; and
- Centralize documentation storage to track all files, including audio and video, in a digital format

In sum, the new CMS is robust in its reporting and application. It has been designed to be intuitive and transparent. Most importantly, it is independent from the Chicago Police Department with respect to our investigation files while affording necessary integration

points for purposes of efficiency. COPA went live with Phase 1 of the new system on February 11, 2019. Phase 1.5, which focuses on integration and migration, is scheduled for completion by the end of 2019. Phase 2 is scheduled for 2020.

## **7. Public Policy and Legislative Affairs**

In Q4, COPA hired a Director of Public Policy and Legislative Affairs. The Public Policy and Legislative Affairs (PPLA) Division, led by the Director, works to enhance the agency's public policy platform through policy recommendations, advisory letters, data analysis, and related legislative initiatives.

Pursuant to MCC 2-78-120(m), the Chief Administrator has the power and duty to recommend revisions to Department policies, practices, Collective Bargaining Agreements (CBAs), programs, and training in order to improve the accountability, effectiveness, integrity, and transparency of the Department based on information obtained through investigations.

Though not a full Policy Report, Advisory Letters are meant to highlight a gap in policy or training that has been observed in one or more COPA investigations and from which we believe additional guidance to members may be warranted.

COPA's more detailed Policy Reports address Department policies and practices. While not necessarily arising from investigative findings, These reports are otherwise intended to:

- Promote best practices in policing and in the Department's police accountability system;
- Address specific gaps in policy and training; or
- Improve the integrity and transparency of Department's operations and performance.

### **7.1 Advisory Letters**

In 2018, COPA issued two advisory letters related to three investigations.

- Log 1086925: Issued in Q4, COPA recommended that the Department require members to report the use of medication that may impair on-duty performance to their immediate supervisor.
  - Response: The Department is assessing whether implementation is feasible.
- Logs 1081692, 1977279: Issued in Q4, COPA addressed the need for the Department to provide an extended, repeated, and clearly defined training aimed at enhancing member understanding of the rights of Transgender, Intersex, and Gender Nonconforming (TIGN) individuals. Of specific importance were those

rights regarding how to differentiate when conducting arrest procedures on TIGN individuals. Moreover, as arrests lead to searches, both rules and guidelines need to be quizzed in an effort to prevent further situations of confusion and or discrimination from occurring. It was further recommended that there be longer and more specified training on TIGN/LGBT Individuals and their communities.

- Response: The Department agreed.

## 7.2 Policy Reports

COPA also issued the following Policy Reports to the Superintendent in Q1 2018:

- COPA issued a Policy Report addressing First Aid Training, related equipment, and medical assistance polices. Specific recommendations included:
  - Require that all members attend Law Enforcement Medical and Rescue Training (LEMART);
  - Provide such members with an individual first aid kit (IFAK) and require them to carry such kits; and
  - Explicitly require members to render emergency medical aid after certain Use of Force incidents and when otherwise appropriate, based on policy and training.
  - Response: The Department did not agree to implement COPA's recommendations. The Department replied stating its current Use of Force policy requiring Department members to immediately request medical care is the appropriate method of response to persons in need of medical assistance. COPA's other recommendation remain under advisement.
- COPA issued a Policy Report on the Department's Use of Force Training. Specific recommendations included:
  - The Department should continually evaluate its training to determine whether its approach for training its members comports with its own policies and with how COPA conducts investigations and determines findings;
  - CPD should ensure that its trainers are adequately and substantively trained in adult learning and training techniques;
  - CPD should review and, if applicable, change how it assigns members to teach in the Chicago Police Academy.
  - CPD should continually train, monitor, review, and assess members that teach in the Academy to ensure that they deliver content in an effective, consistent, objective, and accurate manner; and
  - CPD should train on how a Use of Force incident is evaluated and investigated by its own Force Review Unit and COPA.

- Response: The Department agreed in part, stressing its commitment to continuously evaluate, improve, and amend training as needed. While it provided detailed information regarding the training and selection criteria for members to serve as Academy instructors CPD did not explicitly state that they would review or, if applicable, change how members are assigned to the Academy.

In 2019, COPA's PPLA Division will continue to identify opportunities to enhance the culture of policing within the Chicago Police Department, enhance transparency as to police complaint and misconduct data, and advance legislative initiatives aimed at improving civilian police oversight and accountability.

## 8. Data Analysis

### 8.1 Methodology

To fulfill the requirements in MCC 2-78-150, COPA queried the database in which complaints and notifications are recorded<sup>1</sup> to retrieve the data analyzed in this report. Data is from January 01, 2018 through December 31, 2018. Reported data is accurate as of the date of the query, however, data stored in the database may change as an investigation progresses. For example, the primary category code may change as the investigation uncovers additional evidence, or a case previously concluded may be reopened.

It is important to note that there are inherent limitations in the data that COPA presents in this report. First, COPA can only report on the complaints and notifications it receives—it cannot account for individuals who have, or believed they have, experienced police misconduct but have not filed a complaint, or when alleged misconduct does not generate a notification to COPA. Therefore, with respect to COPA's intake, all numbers represent the number of reported complaints and notifications, not the number of occurrences of actual or perceived misconduct.

In some instances, changes in the data recording and analysis methodologies made prior to January 1, 2018 prevent precise year-to-year comparisons. However, the 2018 data contained in this report represents the most accurate information available at the time of publication.

Similarly, COPA's complaint intake process documents the number of complaints received but there may be multiple allegations of misconduct in a complaint.<sup>2</sup> Therefore, although COPA reports on its case intake, investigations, and outcomes, there are

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<sup>1</sup> Currently, this data is maintained in the Department's database. COPA is now in the process of implementing a new, independent Case Management System.

<sup>2</sup> COPA is in the process of establishing a method for reporting on allegations, given COPA's current data infrastructure constraints.

additional elements to Member misconduct and Department accountability that COPA cannot capture.

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

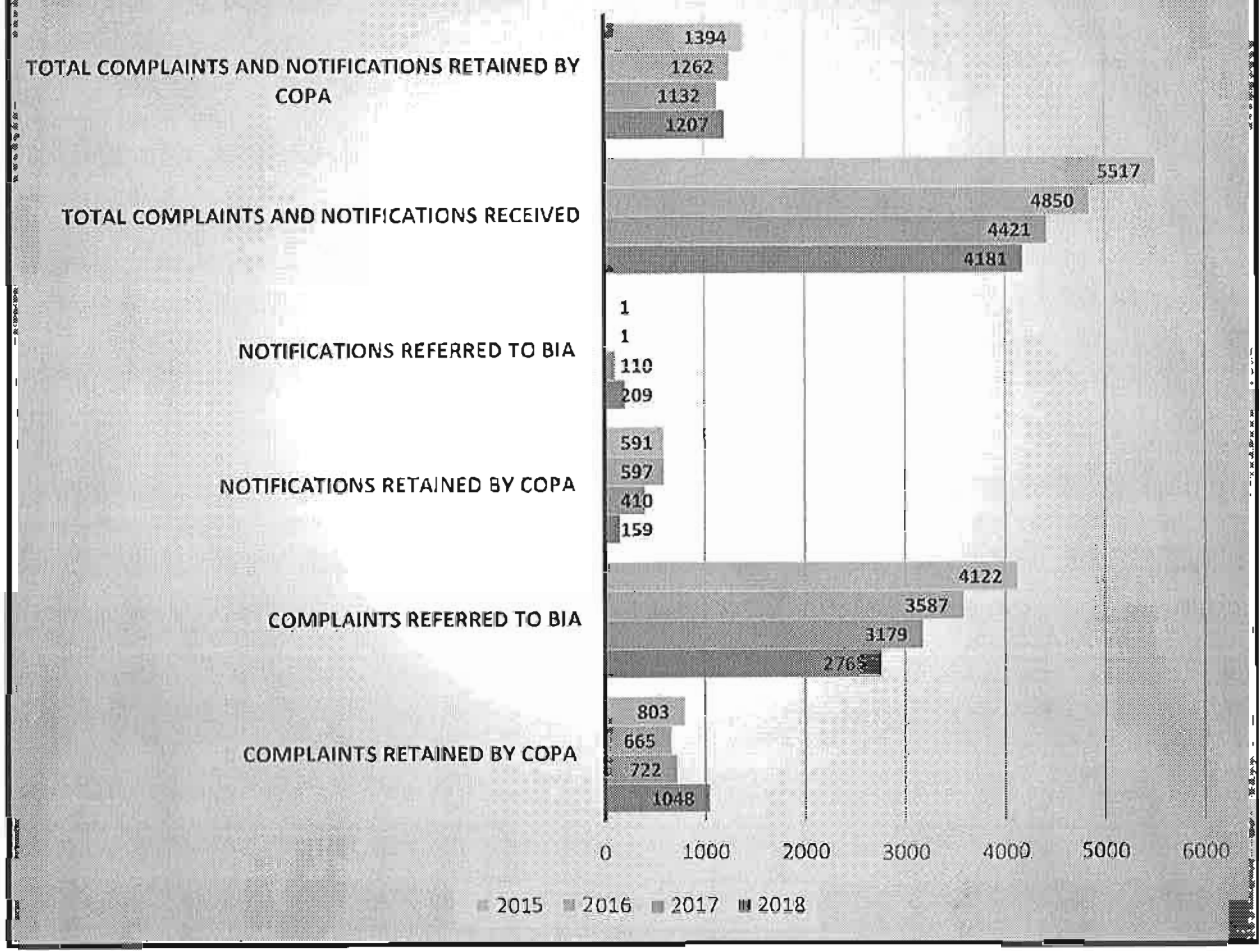
## 8.2 Intake—Complaints and Notifications Received

In 2018 COPA received 4181 complaints and notifications for investigations, representing a 5.4% decrease from 2017—the third consecutive annual decrease for this metric. Of COPA's 2018 total intake, 2974 (71%) were outside of COPA's investigative jurisdiction, and, therefore, were appropriately referred to the Bureau of Internal Affairs (BIA). The complaints referred to BIA were primarily related to operational violations not involving civilian contact.

In 2018, COPA retained 1207 complaints and notifications for investigation, an increase over 2017. Of those, 1043 (86%) were complaints received from individual complainants and 159 (13%) were notifications from CPD of certain incidents.

<b>Table 1: Complaints and Notifications Received, Retained, Or Referred</b>				
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Complaints</b>				
- Retained by COPA	1048	722	665	803
- Referred to BIA	2765	3179	3587	4122
<b>Subtotal</b>	<b>3813</b>	<b>3901</b>	<b>4252</b>	<b>4925</b>
<b>Notifications</b>				
- Retained by COPA	159	410	597	591
- Referred to BIA	209	110	1	1
<b>Subtotal</b>	<b>368</b>	<b>520</b>	<b>598</b>	<b>592</b>
<b>Total Received</b>	<b>4181</b>	<b>4421</b>	<b>4850</b>	<b>5517</b>
<b>Total Complaints and Notifications Retained by COPA</b>	<b>1207</b>	<b>1132</b>	<b>1262</b>	<b>1394</b>

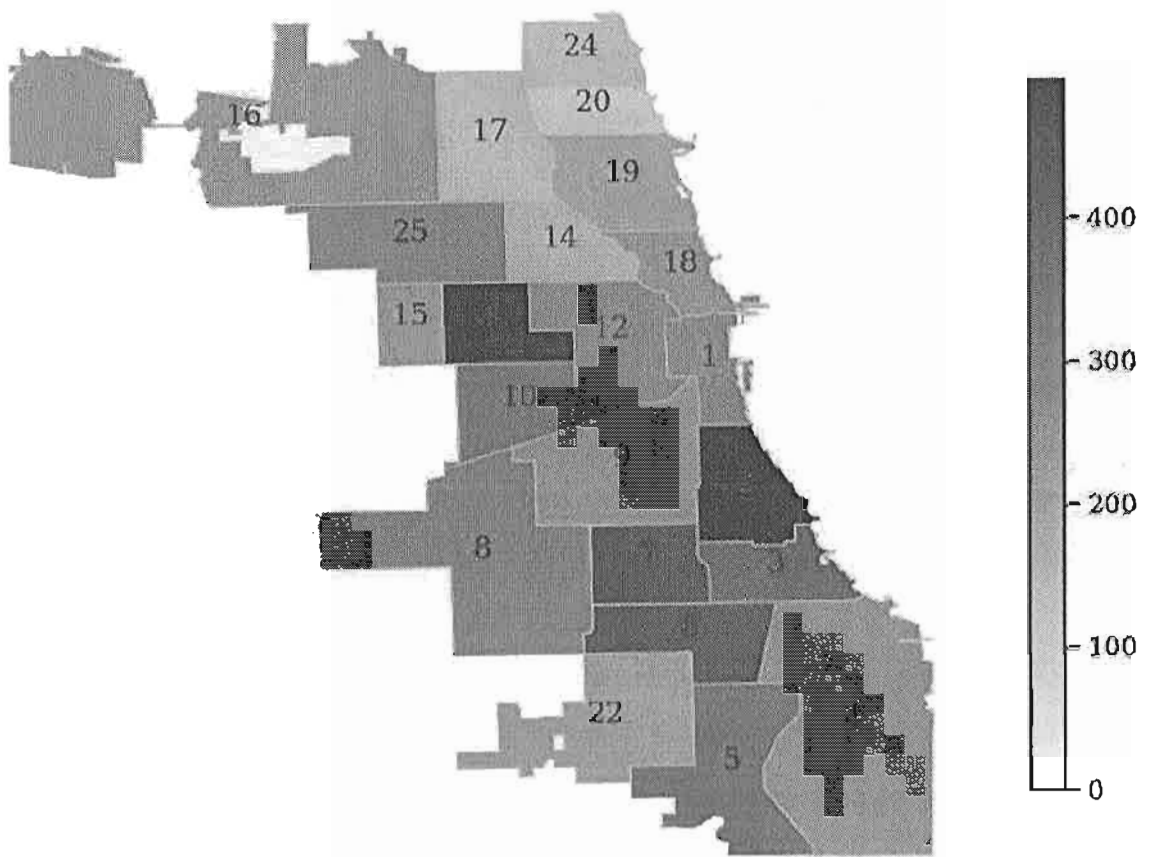
**Figure 1: Complaints and Notifications Received, Retained, or Referred**



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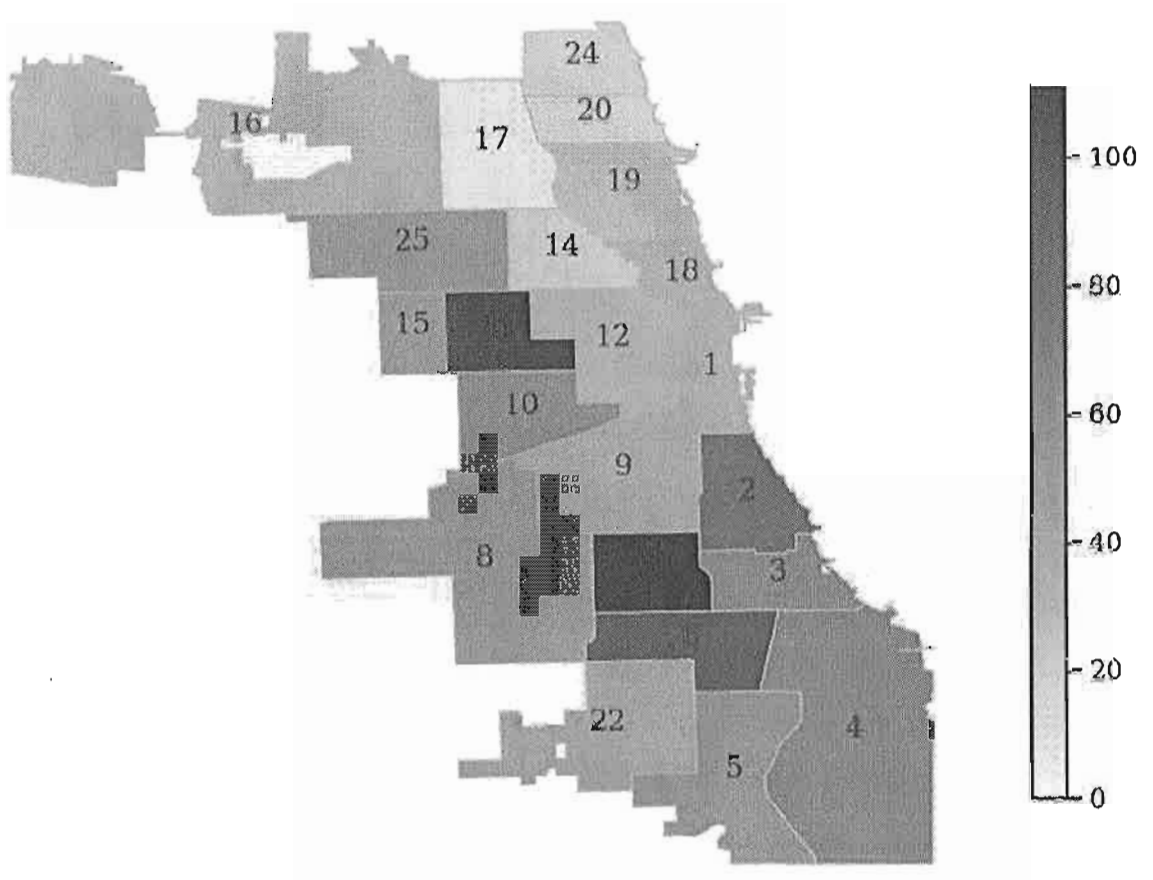
### 8.3 Intake By District

Figure 2: All Intake By District



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Figure 3: COPA Intake By District



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## 8.4 Intake—Complaints and Notifications Retained by COPA

### 8.4.1 Complaints

The two primary means by which COPA receives complaint information to evaluate for investigation are:

- By direct complaint from an individual complaint, and
- When notified by the Chicago Police Department. Depending on the nature of a complaint or notification COPA may investigate or may refer the case to BIA.

The tables shown on Pages 22 and 23 display COPA's retained complaints by the primary classification category for each one. Each investigation may have multiple allegations in different categories, however, COPA's current technology cannot query these allegations in a consistent way. Therefore, each investigation is categorized by the primary allegation. This may differ from the category to which it initially was assigned upon intake, or from the category at final disposition because categories can be updated to better reflect the facts.

The "Unknown"\* category (Page 22) reflects cases in which complainants did not report the district in which the incidents occurred. CPD has only 22 districts. Districts 13, 21, and 23 do not exist. The total number of occurrences might not match COPA's Complaint and Notification Intake totals because some events may have occurred across more than one district so there would be one complaint or notification, but the incidents would be attributed to each of the involved districts.

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<b>Table 2: Intake By District - All Intake And COPA Intake</b>		
<b>District</b>	<b>COPA Intake</b>	<b>All Intake</b>
1	39	285
2	79	497
3	64	377
4	69	276
5	60	348
6	93	428
7	111	439
8	54	307
9	41	257
10	60	330
11	106	490
12	34	283
14	20	176
15	52	254
16	37	264
17	6	149
18	39	263
19	31	224

District	COPA Intake	All Intake
20	16	116
22	49	238
24	21	157
25	55	304
± Unknown	24	92

Table 3: COPA Retained Complaints By Category				
	2018	2017	2016	2015
Improper Search/Seizure	425	130	1	3
Excessive Force	228	305	385	483
Civil Suits	96	75	46	48
Domestic Violence	79	57	56	73
Miscellaneous <sup>3</sup>	89	55	48	61
Verbal Abuse	52	57	71	87
Coercion	26	9	3	4
Denial of Counsel	7	2	0	0
Unnecessary Display of Weapon	41	32	46	41

<sup>3</sup> "Miscellaneous" captures various complaints and notifications that, based on the known fact pattern and alleged conduct, do not fall within specific categories, or COPA has not yet determined the specific category that fits the allegation at the time the data was queried for this report.

### 8.4.2 Notifications

In 2018, COPA retained 159 incidents for investigation that were initiated from Department notifications. Department notifications are typically communicated to COPA through the CPD's Crime Prevention and Information Center (CPIC). The notifications that COPA investigates include all discharges of a firearm in a manner that could have struck another person; Taser discharge incidents in which an individual died or sustained serious bodily injury as a result; and incidents in which an individual died or sustained serious bodily injury while detained, in the custody of the Department, or as a result of a police action.<sup>4</sup>

2018 did not reflect a change in the number of Officer Involved Shooting notifications from the prior year. There exists a continuing rise and marked increase in reportable notifications involving Incidents While In Custody. Moving forward, COPA anticipates that it will assess relational factors involved in these reported events.

<b>Table 4: CPIC Notifications Retained By COPA - By Category</b>				
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Firearm Discharge Striking an Individual	21	25	24	24
Firearm Discharge Not Striking an Individual	16	12	22	24
Firearm Discharge at an Animal	23	24	35	55
Taser Discharge	9	253	440	412
OC Spray Discharge	1	22	19	16
Incidents in Custody	76	64	57	54
Motor Vehicle-related Death	1	3	0	0
Miscellaneous <sup>5</sup>	12	7	0	4

<sup>4</sup> MCC 2-78-120

<sup>5</sup> Miscellaneous notifications have occurred, for example, when COPA is notified of the same incident twice.

### 8.4.3 Affidavits and Affidavit Overrides

State law and applicable Collective Bargaining Agreements (CBAs) require that in most instances an affidavit be signed when an allegation of misconduct is made against a Department member. In signing the affidavit, the complainant is stating that the allegations being made against the member are true and correct.

COPA attempts to secure such an affidavit from the person filing the complaint. When COPA is unable to obtain an affidavit in support of a complaint, the agency assesses evidence gathered during the preliminary investigation to determine whether further investigation is warranted. Where evidence is uncovered suggesting a full investigation is warranted, the Chief Administrator may request an "Affidavit Override" from the BIA Chief.

In support of such a request, the Chief Administrator will provide the BIA Chief with objective, verifiable evidence that the investigation should continue, which may include arrest of the member, case reports, medical records, statements of witnesses and complainants, video or audio recording files, and photographs. If 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 concluded and administratively closed for lack of affidavit.

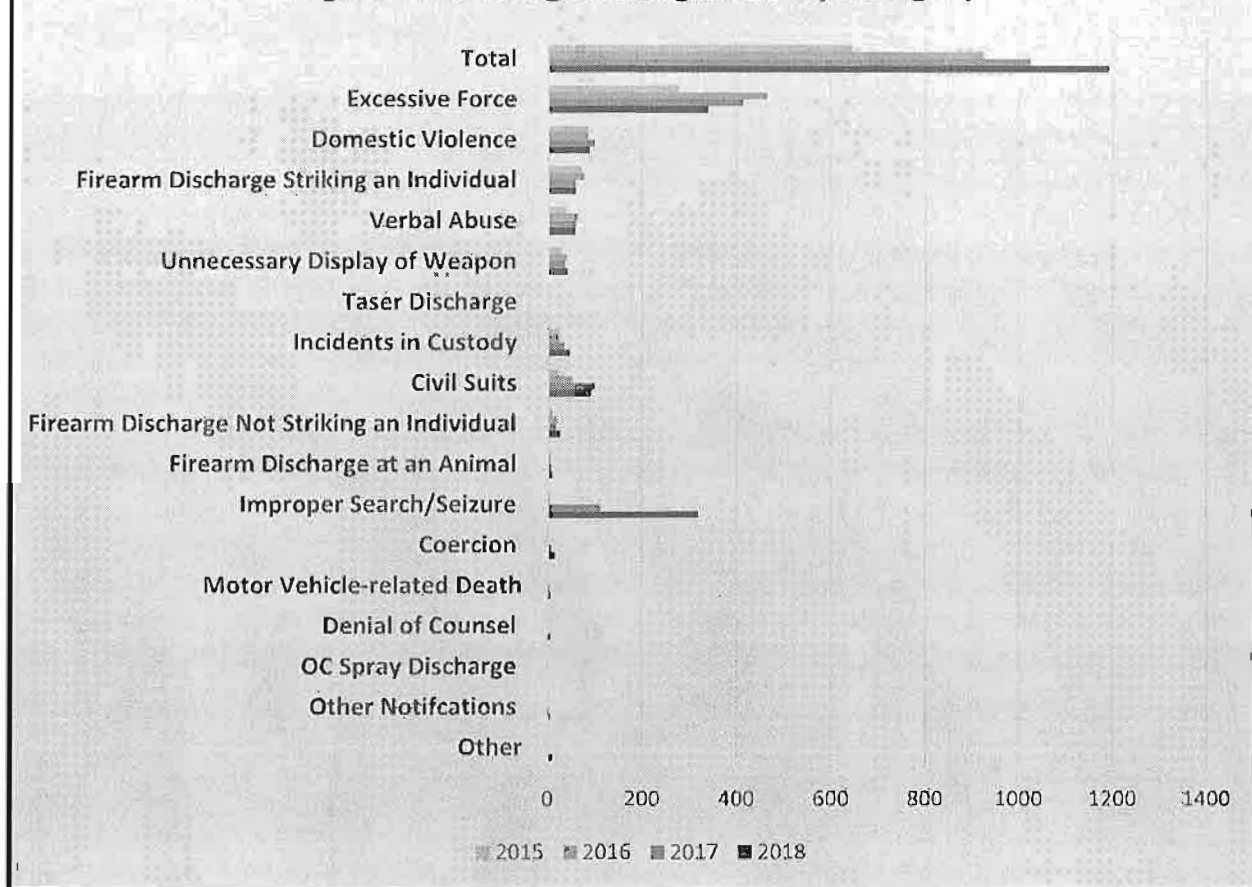
Affidavit Overrides Granted In 2018	
COPA Requests	27
BIA Approvals	27

### 8.5 Pending Investigations

As of December 31, 2018, COPA had 1193 pending investigations, an increase over 2017.

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**Figure 4: Pending Investigations By Category**



**Table 5: Pending Investigations By Category**

	2018	2017	2016	2015
Other	11	2	1	1
Other Notifications	7	4	0	1
OC Spray Discharge	0	0	1	0
Denial of Counsel	5	2	0	0

	2018	2017	2016	2015
Motor Vehicle-related Death	6	5	2	0
Coercion	16	9	1	4
Improper Search/Seizure	319	112	5	5
Firearm Discharge at an Animal	11	6	5	6
Firearm Discharge Not Striking an Individual	27	17	20	10
Civil Suits	92	102	50	23
Incidents in Custody	47	35	26	24
Taser Discharge <sup>6</sup>	1	See Note	See Note	See Note
Unnecessary Display of Weapon	42	36	40	28
Verbal Abuse	58	60	65	38
Firearm Discharge Striking an Individual	60	59	77	72
Domestic Violence	89	100	86	85
Excessive Force	340	415	465	279
<b>Total</b>	<b>1193</b>	<b>1025</b>	<b>926</b>	<b>646</b>

<sup>6</sup> NOTE: Pursuant to city ordinance (MCC 2-78-120), COPA began operations in September 2017. However, the COPA ordinance changed the types of Taser discharge cases under its investigative jurisdiction. Predecessor agencies could investigate all Taser discharge complaints. Currently, COPA investigates only those Taser discharge incidents that result in death or serious injury. For that reason, comparative statistics are unavailable.

COPA opened 425 investigations into complaints of Improper Search/Seizure (ISS) in 2018. (Page 22) Should complaints of Excessive Force continue to decrease, ISS is likely to become the largest complaint category within COPA's pending caseload.

Moving forward, COPA anticipates that it will assess relational factors involved in OIS, ISS, and Excessive Force complaints and investigations.

## **8.6 Concluded Investigations**

From January 01, 2018 through December 31, 2018, COPA concluded 1039 investigations. (Pages 28, 29)

### **8.6.1 Investigations Concluded With Findings**

In 2018, COPA concluded 346 investigations with findings, representing 33% of COPA's 1039 concluded investigations. This is an increase over the prior year. Sustained cases (171) represented 34% of all cases closed with findings in 2018. COPA also closed more cases with sustained findings in 2018 than in 2017.

It is important to note, findings are reported by primary category and thus a sustained "finding" in any given case could refer to an allegation other than that involving the primary complaint/notification category .

Types of findings include:

- **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.
- **Not Sustained:** The allegation is not supported by sufficient evidence that could be used to prove or disprove the allegation.
- **Unfounded:** The allegation was not supported based on the facts revealed through investigation, or the reported incident did not occur.
- **Exonerated:** The incident occurred, but the action taken by the member was deemed lawful and proper.

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<b>Table 6: Investigations Concluded With Findings</b>				
<b>FINDING</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>Sustained</b>	117	77	44	94
<b>Not Sustained</b>	83	60	60	251
<b>Unfounded</b>	117	44	27	173
<b>Exonerated</b>	29	4	1	6
<b>Total</b>	<b>346</b>	<b>185</b>	<b>132</b>	<b>524</b>

### **8.6.2 Investigations Concluded Without Findings**

COPA concluded 693 investigations without findings, representing 66.7% of COPA's 1039 concluded investigations. COPA strives to conclude investigations with findings, but there exist circumstances in which "Concluded Without Findings" is the most reasonable or only option.

Investigations Concluded Without Findings can have the following dispositions: Administratively Closed, Administratively Terminated, No Affidavit, Within Policy/Officer-Involved Shooting (OIS/Incident in Custody), Case Suspended, or Close Hold.

COPA administratively closes 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 one) and COPA is unable to identify sufficient evidence in which to request an Affidavit Override to continue the investigation. COPA may Administratively Terminate a case when allegations do not include:

- A firearm discharge,
- Physical violence or threats of physical violence,
- Serious injury,
- Verbal abuse rising to the level of racial bias, or

- Any incident in which video or audio evidence exists that depicts and corroborates the allegations.

An investigation can be closed with a status of Case Suspended if it was referred to another agency. Investigations can be closed with a status of Close Hold when an accused member is otherwise unavailable to COPA to address allegations, therefore, we are unable to reach a finding. For example, an investigation may be concluded with a Close Hold status if a member is on extended leave due to medical reasons and is unable to participate in the investigation.

Lastly, investigations that begin as a result of a police department notification and not a civilian complaint, and which are found by COPA to be within Department policy do not result in formal allegations of misconduct, and therefore, are closed Without Findings.

An investigation of an OIS incident is deemed to be Within Policy if, given the evidence, the member's actions comported with Department policy regarding Use of Force at the time the incident occurred. If an OIS incident has other findings for allegations unrelated to the firearm discharge, it is reported in the previous chart and only counted once.

<b>Table 7: Investigations Concluded Without Findings</b>				
	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>No Affidavit or Override</b>	339	190	204	300
<b>Administratively Closed</b>	262	461	610	648
<b>Administratively Terminated</b>	55	153	0	0
<b>Within Policy OIS</b>	16	31	12	35
<b>Within Policy Incident in Custody</b>	1	2	1	6
<b>Case Suspended</b>	0	0	4	0
<b>Close Hold</b>	19	9	13	4
<b>Total</b>	<b>693</b>	<b>848</b>	<b>850</b>	<b>1021</b>

COPA points out that the increase in cases concluded for No Affidavit or Override is attributable to process improvements that enabled COPA to more timely evaluate complaints during the preliminary investigative stage. COPA remains committed to ensuring that all investigative leads have been exhausted prior to concluding a complaint for Lack of an Affidavit or pursuit of an Affidavit Override.

### 8.6.3 Length of Investigation

Pursuant to MCC 2-56-135, if COPA does not conclude an investigation within six months after its initiation<sup>7</sup> then the Chief Administrator shall notify, within five days after the end of the six-month period, the Mayor or his designee, the Superintendent, the Chairman of the City Council Committee on Public Safety, the complainant, and the employee named in the complaint, or his or her counsel, of the general reason(s) for the delay.

Therefore, COPA strives to conclude its investigations within six months of receiving a complaint of alleged misconduct or a notification of an incident for investigation. Some investigations, such as OIS incidents, Improper Search and Seizure, complaints opened pursuant to litigation as well as Excessive Force investigations, can continue beyond the six-month timeframe as they are, by their nature, more complex, often involve more parties, and require an intricate analysis of the facts and evidence.

Of the 1039 investigations that COPA concluded during 2018, 14% (143) investigations, were concluded in fewer than 6 months and 57% (596), in fewer than 12 months. COPA speculates the reduction in cases closed within six months may be attributable to the increase in complaints involving Improper Search and Seizure.

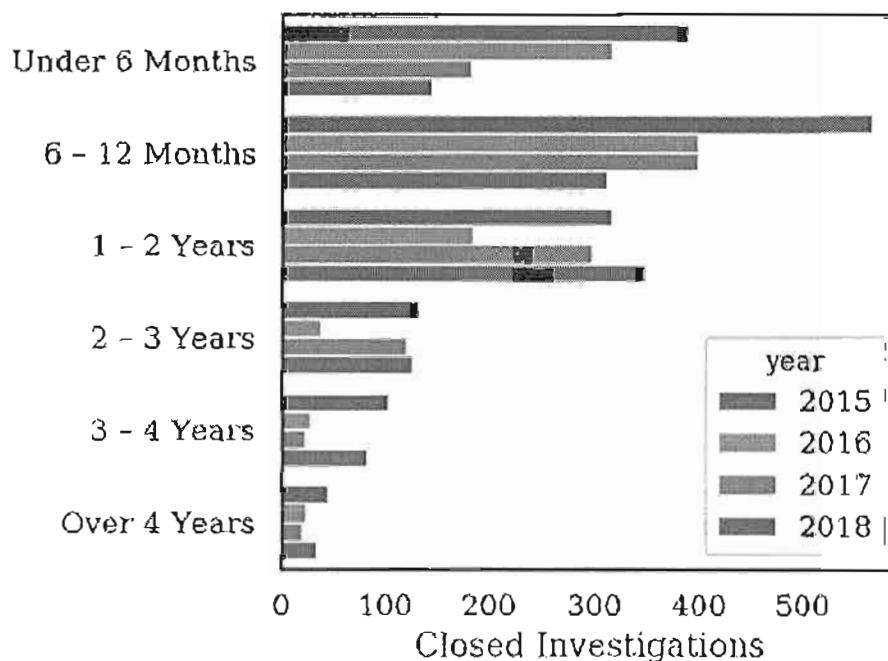
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<sup>7</sup> Under the Consent Decree the investigation period shall be 180 days.

Table 8: Length Of Investigations At Time Of Conclusion				
	2018	2017	2016	2015
Under 6 Months	143	180	315	389
6 - 12 Months	453	397	397	565
1 - 2 years	347	296	183	315
2 - 3 Years	125	119	37	131
3 - 4 Years	81	22	27	101
Over 4 Years	33	19	23	44

Figure 5: Length of investigations at time of COPA conclusion



#### 8.6.4 Recommended Discipline

At the end of an investigation in which COPA issued a sustained finding, the agency will recommend discipline of the accused member to the Department. However, it is ultimately up to the Department and/or the Police Board to come to a final determination regarding discipline.

The table below displays COPA's disciplinary recommendations for 2018. In reviewing this information it is important to note that the reflects the primary complaint category at intake and that the sustained finding and discipline may not correspond to the primary complaint category. For example, at the conclusion of an Officer Involved Shooting investigation, COPA may have determined that the shooting itself was "Within Policy" but may have issued a sustained finding for an infraction uncovered during the course of the investigation, such as failure to activate body worn camera.

<b>Table 9: 2018 Highest Level Of Recommended Discipline Per COPA Concluded Investigation</b>				
<b>Category</b>	<b>Violation Noted or Reprimand</b>	<b>1 -29 Day</b>	<b>Suspension 30+ Day Suspension</b>	<b>Separation</b>
Excessive Force	6	24	3	2
Other	8	14	4	1
Domestic Violence	1	23	2	0
Improper Search/Seizure	8	6	0	0
Verbal Abuse	2	4	1	0
Unnecessary Display of Weapon	0	3	0	0
Firearm Discharge Not Striking an Individual	0	2	0	0
Firearm Discharge Striking an Individual	0	0	1	0
Incidents in Custody	0	1	0	0
Civil Suits	0	1	0	0
<b>Subtotals</b>	<b>25</b>	<b>78</b>	<b>11</b>	<b>3</b>
<b>TOTAL</b>	<b>Recommendations made in 117 Investigations Closed with Findings</b>			

### 8.6.5 Referrals

COPA may partially or fully refer a matter to another agency for a variety of reasons. For example, if COPA determines in the course of a preliminary investigation that the accused member is actually a member of the Cook County Sheriff's Department, rather than the Chicago Police Department, then COPA fully refers the matter to the Cook County Sheriff's Department. A partial referral occurs when COPA retains its administrative investigation, but shares certain information with another agency, for instance, when COPA's investigation reveals potential criminal violations. COPA also refers complaints to the Chicago Office of Inspector General, for example, when a matter is in COPA's jurisdiction to investigate but a conflict of interest prevents COPA from investigating.

#### 2018 COPA External Referrals

Agency	Q4 2018	Q3 2018	Q2 2018	Q1 2018
City of Chicago Office of Inspector General	1	7	1	4
Cook County State's Attorney	7	7	4	6
Cook County Sheriff's Office	0	1	0	0
External Police Departments	5	2	0	0
Federal Bureau of Investigation	0	0	1	0
United States Attorney's Office	0	1	0	0

## 9. Additional Data Reporting

### 9.1 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, pursuant to the City's Video Release Policy<sup>8</sup>, COPA releases certain evidentiary materials collected during investigations of Officer-Involved Shooting (OIS) incidents and investigations of any incident resulting in death or great bodily harm that occurs in police custody or as a result of a Taser discharge.

Under the authority of the Video Release Policy, in 2018 COPA released materials on numerous investigations. Table 11 reflects the investigations for which materials have been released. It also highlights the releases that have been (a) delayed due to an extension request made to the City or third party and (b) those withheld by a court order. See <https://www.chicagocopa.org/data-cases/case-portal/>.

Table 11: COPA's Implementation Of The Transparency Policy				
	Q4 2018	Q3 2018	Q2 2018	Q1 2018
Materials Released by COPA	7	10	4	4
Some or All Materials Delayed Due to an Extension Request Made by a Third Party	0	0	1	0
Some of All Materials Withheld Due to Court Order	1	4	2	7

COPA's internal policy has been to contact family members prior to release to allow the viewing of video and documents, if applicable, in advance of public release. Over the course of the previous year there have been efforts to enhance our communication by explaining to families, in depth, our entire investigative process, providing updates, and staying in contact with them throughout the review process, up to and including if applicable, as a case is presented to the Police Board.

COPA's Public Affairs Division (PA) has created and implemented a process to keep family members aware of critical points throughout an investigation. PA staff meet with family members to explain how COPA came to a decision, the response of the Chicago Police Department, and the role of the Police Board.

## 9.2 Complaints Filed Per Member

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

In the table below, the "Unit of Assignment" column displays the name of each of the police units in which at least one assigned member was the subject of a complaint. The second column lists the number of members that were the subject of the number of complaints listed in the third column. So, the first three lines should be understood as "Of

all members assigned to District 1, A) one member had five complaints, B) seven members had 4 complaints each, and C) 6 members had 3 complaints each.

<b>Table 12</b> <b>Complaints Filed Per Member</b>		
<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
District 1	1	5
District 1	7	4
District 1	6	3
District 1	26	2
District 1	80	1
District 2	1	11
District 2	3	8
District 2	3	6
District 2	1	5
District 2	7	4
District 2	21	3
District 2	46	2
District 2	102	1
District 3	1	9



Unit of Assignment	Number of Members	Complaint & Notification Count
District 3	1	6
District 3	2	5
District 3	8	4
District 3	26	3
District 3	49	2
District 3	119	1
District 4	1	6
District 4	3	4
District 4	16	3
District 4	42	2
District 4	101	1
District 5	1	19
District 5	3	5
District 5	8	4
District 5	16	3
District 5	46	2
District 5	109	1
District 6	1	9

Unit of Assignment	Number of Members	Complaint & Notification Count
District 6	1	7
District 6	2	6
District 6	9	5
District 6	11	4
District 6	21	3
District 6	45	2
District 6	123	1
District 7	1	11
District 7	1	10
District 7	1	8
District 7	1	7
District 7	4	6
District 7	5	5
District 7	7	4
District 7	32	3
District 7	56	2
District 7	136	1
District 8	1	10

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
District 8	1	6
District 8	1	5
District 8	1	4
District 8	14	3
District 8	37	2
District 8	118	1
District 9	1	6
District 9	1	5
District 9	4	4
District 9	10	3
District 9	23	2
District 9	117	1
District 10	1	6
District 10	4	5
District 10	1	4
District 10	18	3
District 10	36	2
District 10	105	1

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
District 11	2	15
District 11	3	7
District 11	1	6
District 11	2	5
District 11	3	4
District 11	24	3
District 11	66	2
District 11	141	1
District 12	2	5
District 12	10	3
District 12	23	2
District 12	100	1
District 14	5	4
District 14	8	3
District 14	22	2
District 14	88	1
District 15	1	7
District 15	1	6

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
District 15	5	4
District 15	18	3
District 15	39	2
District 15	110	1
District 16	1	6
District 16	5	4
District 16	10	3
District 16	32	2
District 16	80	1
District 17	1	9
District 17	2	5
District 17	3	4
District 17	4	3
District 17	11	2
District 17	56	1
District 18	1	5
District 18	3	4
District 18	9	3

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
District 18	23	2
District 18	102	1
District 19	1	5
District 19	1	4
District 19	7	3
District 19	25	2
District 19	89	1
District 20	1	4
District 20	2	3
District 20	13	2
District 20	51	1
District 22	1	7
District 22	1	6
District 22	2	5
District 22	3	4
District 22	8	3
District 22	22	2
District 22	74	1

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
District 24	1	4
District 24	4	3
District 24	17	2
District 24	81	1
District 25	1	7
District 25	1	5
District 25	5	4
District 25	14	3
District 25	53	2
District 25	116	1
Unit 26	4	1
Recruitment Training Section	4	4
Recruitment Training Section	27	3
Recruitment Training Section	96	2
Recruitment Training Section	397	1
Airport Law Enforcement Section – North	1	5

Unit of Assignment	Number of Members	Complaint & Notification Count
Airport Law Enforcement Section – North	1	4
Airport Law Enforcement Section – North	11	2
Airport Law Enforcement Section – North	23	1
Airport Law Enforcement Section – South	2	2
Airport Law Enforcement Section – South	8	1
Mounted Unit	6	1
Detail Unit	2	1
Marine Operations Unit	1	6
Marine Operations Unit	2	4
Marine Operations Unit	1	2
Marine Operations Unit	4	1
Helicopter Operations Unit	1	1
Special Investigations Unit	7	1



<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
Office of Communications	1	1
Office of the Superintendent	1	6
Office of the Superintendent	1	1
Legal Affairs Section	4	1
Crime Control Strategies Section	1	1
Deployment Operations Center	1	8
Deployment Operations Center	1	1
Bureau of Organizational Development	1	6
Bureau of Organizational Development	1	1
Bureau of Internal Affairs	2	2
Bureau of Internal Affairs	14	1
Finance Division	2	1

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
Human Resources Division	1	4
Human Resources Division	1	3
Human Resources Division	1	2
Human Resources Division	6	1
Education and Training Division	1	2
Education and Training Division	32	1
Information Services Division	1	2
Information Services Division	1	1
Research and Development Division	1	2
Research and Development Division	1	1
Professional Counseling Division	1	1

Unit of Assignment	Number of Members	Complaint & Notification Count
Bureau of Technical Services	1	1
Office of Community Policing	2	2
Office of Community Policing	5	1
Office of the First Deputy Superintendent	1	2
Office of the First Deputy Superintendent	3	1
Special Functions Support Unit	1	1
Bureau of Patrol	4	1
Traffic Section	2	5
Traffic Section	1	4
Traffic Section	2	2
Traffic Section	12	1
Unit 146	1	1
Traffic Court Unit	1	2

Unit of Assignment	Number of Members	Complaint & Notification Count
Special Functions Support Unit	2	1
General Support Division	1	2
Records Division	1	1
Records Inquiry Division	1	2
Records Inquiry Division	4	1
Field Services Section	1	3
Field Services Section	1	2
Field Services Section	10	1
Evidence and Recovered Property Section	1	2
Evidence and Recovered Property Section	6	1
Police Documents Section	5	1
Central Detention Unit	1	3
Central Detention Unit	3	2

Unit of Assignment	Number of Members	Complaint & Notification Count
Central Detention Unit	8	1
Forensic Services Division	1	2
Forensic Services Division	7	1
Bureau of Detectives	5	1
Youth Investigation Division	1	1
Narcotics Division	5	4
Narcotics Division	9	3
Narcotics Division	19	2
Narcotics Division	79	1
Intelligence Section	1	2
Intelligence Section	6	1
Vice and Asset Forfeiture Division	2	2

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
Vice and Asset Forfeiture Division	8	1
Gang Investigation Division	1	4
Gang Investigation Division	5	3
Gang Investigation Division	14	2
Gang Investigation Division	35	1
Asset Forfeiture Investigation Section	3	1
Bureau of Patrol - Area Central	1	3
214	1	1
Timekeeping Unit – Headquarters	2	1
Medical Section	1	2
Medical Section	2	1
Court Section	2	1
Crime Scene Investigations Unit	1	3

Unit of Assignment	Number of Members	Complaint & Notification Count
Crime Scene Investigations Unit	1	2
Crime Scene Investigations Unit	10	1
Gang Enforcement - Area Central	1	4
Gang Enforcement - Area Central	1	3
Gang Enforcement - Area Central	2	2
Gang Enforcement - Area Central	14	1
Gang Enforcement - Area South	2	4
Gang Enforcement - Area South	3	3
Gang Enforcement - Area South	5	2
Gang Enforcement - Area South	13	1

<b>Unit of Assignment</b>	<b>Number of Members</b>	<b>Complaint &amp; Notification Count</b>
Gang Enforcement - Area North	3	3
Gang Enforcement - Area North	3	2
Gang Enforcement - Area North	8	1
Canine Unit	1	3
Canine Unit	2	2
Canine Unit	4	1
Special Weapons and Tactics (SWAT) Unit	1	3
Special Weapons and Tactics (SWAT) Unit	1	2
Special Weapons and Tactics (SWAT) Unit	14	1
Alternate Response Section	2	1



Unit of Assignment	Number of Members	Complaint & Notification Count
Juvenile Intervention Support Center (JISC)	11	1
Unit 393	1	4
Unit 393	1	3
Unit 393	1	2
Unit 393	1	1
Special Activities Section	2	1
Bomb Squad	4	1
FOP Detail	1	1
Detached Services - Government Security	1	1
Detached Services - Miscellaneous Detail	2	1
Arson Section	1	1
Central Investigations Division	1	5

Unit of Assignment	Number of Members	Complaint & Notification Count
Central Investigations Division	3	2
Central Investigations Division	6	1
Major Accident Investigation Unit	1	3
Major Accident Investigation Unit	1	2
Major Accident Investigation Unit	10	1
Detective Area – Central	2	4
Detective Area – Central	4	3
Detective Area – Central	13	2
Detective Area – Central	84	1
Detective Area - South	1	3
Detective Area - South	15	2
Detective Area - South	61	1
Detective Area - North	5	3

Unit of Assignment	Number of Members	Complaint & Notification Count
Detective Area - North	13	2
Detective Area - North	75	1
Unit 640	1	3
Unit 640	1	2
Unit 640	3	1
Unit 650	1	3
Unit 650	2	2
Unit 650	3	1
Public Transportation Section	2	3
Public Transportation Section	7	2
Public Transportation Section	26	1
Transit Security Unit	3	1
UNKNOWN PERSON	1	2387
UNKNOWN UNIT	1	3



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY  
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