



# City of Chicago



O2019-4132

Office of the City Clerk

## Document Tracking Sheet

**Meeting Date:** 6/12/2019

**Sponsor(s):** Sawyer (6)  
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**Type:** Ordinance

**Title:** Amendment of Municipal Code Title 2 by adding new Chapter 2-82 entitled "Community Commission for Public Safety and Accountability"

**Committee(s) Assignment:** Committee on Public Safety

**ORDINANCE**

WHEREAS, the City of Chicago (“City”) is a home rule municipality as described in Section 6(a), Article VII of the 1970 Constitution of the State of Illinois, and as such may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the City established by ordinance at Chapter 2-84 of the Municipal Code of Chicago a Department of Police to protect the health, safety, and welfare of the residents of the City; and

WHEREAS, the Police Accountability Task Force called for creation of a “Community Safety Oversight Board,” “comprised entirely of community residents,” with “power to oversee CPD, the new CPIA [now the Civilian Office of Police Accountability] and all police oversight mechanisms,” and specified that “The Community Board would ensure that ... all components of the police oversight system are held fully accountable, operate with maximum transparency and perform their roles in a manner that is informed by community needs”; and

WHEREAS, the United States Department of Justice concluded that “It has never been more important to rebuild trust for the police within Chicago’s neighborhoods most challenged by violence, poverty, and unemployment,” and that “Chicago must undergo broad, fundamental reform to restore this trust,” which “will benefit both the public and CPD’s own officers,” and “is necessary to solve and prevent violent crime”; and

WHEREAS, research indicates that public participation in the determination of police department policy helps to build trust in the police department; and

WHEREAS, people who trust the police department are more likely to cooperate with the police department, and public cooperation with the police department helps to reduce and solve crime;

WHEREAS, this ordinance establishes a Community Commission for Public Safety and Accountability for the purposes of increasing public safety, ensuring that Chicago Police Department activities are directed toward maximizing public health and safety while minimizing any harm to residents, building trust between and among the Chicago Police Department and the people it serves, increasing public support for Chicago Police Department policies and activities, improving interactions between Chicago Police Department officers and Chicago residents, ensuring that Chicago Police Department resources are not used inappropriately to address public health or safety issues that other professionals would be better equipped to address, increasing transparency and public input into the operation, policies, and performance of the Police Department, providing the residents of every Chicago community with meaningful opportunities to shape Chicago Police Department policies and practices that affect their lives, and increasing public accountability of the Police Department, the Civilian Office of Police Accountability, and the Police Board; and

WHEREAS, this ordinance establishes District Councils for the purposes of building connections between the police and the community, collaborating in the development and implementation of community policing initiatives, ensuring regular community input for Commission efforts, ensuring that within each police district there is a forum where district residents can raise and work to address any concerns about policing in the district, including but not limited to police interactions with youth and people of all immigration statuses, and ensuring the independence and increasing the legitimacy of the Community Commission for Public Safety and Accountability by selecting its members; now therefore,

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

SECTION 1. The foregoing recitals are adopted and incorporated into and made a part of this Ordinance.

SECTION 2. Sections in Chapters 2-4, 2-78, and 2-84 of the Municipal Code of Chicago are repealed to the extent that they conflict with this Ordinance. Other Chapters in the Municipal Code of Chicago are repealed to the extent that they conflict with this Ordinance.

SECTION 3. Title 2 of the Municipal Code of Chicago is amended by creating a new Chapter 2-82, as follows:

**CHAPTER 2-82**

**COMMUNITY COMMISSION FOR PUBLIC SAFETY AND ACCOUNTABILITY**

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- 2-82-100 Definitions.
  - 2-82-105 Community Commission for Public Safety and Accountability – establishment.
  - 2-82-110 Community Commission for Public Safety and Accountability – purpose.
  - 2-82-115 Community Commission for Public Safety and Accountability – composition, selection, and removal.
  - 2-82-120 District Councils – establishment.
  - 2-82-125 District Councils – purpose.
  - 2-82-130 District Councils – composition, selection and authority.
  - 2-82-135 Hiring of the Police Superintendent; vote of no confidence.
  - 2-82-140 Hiring of the COPA Chief Administrator; vote of no confidence; termination.
  - 2-82-145 Appointment of Police Board Members; vote of no confidence; removal.
  - 2-82-150 Annual Performance Review of the Police Superintendent.
  - 2-82-155 Annual Performance Review of the COPA Chief Administrator.
  - 2-82-160 Annual Performance Review of the Police Board.
  - 2-82-165 Policymaking.
  - 2-82-170 Access to Records.
  - 2-82-175 Reporting and Transparency.
  - 2-82-180 Commission Staff.
  - 2-82-185 Reports.
  - 2-82-190 Prohibition of Retaliation or Obstruction; Penalty.
  - 2-82-195 Violation of Ordinance; Penalty.
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**2-82-100 Definitions.**

The following terms whenever used in this Chapter shall have the following meanings unless a different meaning appears from the context:

“Chief Administrator” refers to the Chief Administrator of the Civilian Office of Police Accountability, established in Chapter 2-78 of the Municipal Code of Chicago.

“City” refers to the City of Chicago.

“Commission” refers to the Community Commission for Public Safety and Accountability established by this ordinance.

“COPA” refers to the Civilian Office of Police Accountability established in Chapter 2-78 of the Municipal Code of Chicago.

“Department” refers to the Department of Police established in Chapter 2-84 of the Municipal Code of Chicago.

“Deputy Inspector” refers to the Deputy Inspector General for Public Safety within the Office of the Inspector General established in Chapter 2-56 of the Municipal Code of Chicago.

“District” refers to one of the City of Chicago’s twenty-two (22) police districts.

“Executive Director” refers to the individual selected by the Commission to provide administrative services to the Commission as its chief administrative officer.

“Office” refers to the Office of Community Engagement created by the Commission.

“Police Board” refers to the Chicago Police Board established in Chapter 2-84 of the Municipal Code of Chicago.

“Policy” refer to all rules, regulations, standards, practices, or statements of policy of general application regarding the governance and operation of the Department or COPA.

“Superintendent” refers the Superintendent of Police for the Chicago Police Department.

**2-82-105 Community Commission for Public Safety and Accountability – establishment.**

(a) *Establishment.* There is hereby established an office of the municipal government to be known as the Community Commission for Public Safety and Accountability, which shall include Commissioners as described below, an Executive Director, and such deputies, assistants, and other employees as may be required to implement the Commission’s powers and duties as set forth in this Chapter.

**2-82-110 Community Commission for Public Safety and Accountability - purpose.**

The purpose of the Commission is to: (1) increase public safety; (2) ensure that Chicago Police Department activities are directed toward maximizing public health and safety while minimizing any harm to City residents; (3) build trust between and among the Chicago Police Department and the people it serves; (4) increase public support for Chicago Police Department policies and activities; (5) improve interactions between Chicago Police Department officers and Chicago residents; (6) ensure that Chicago Police Department resources are not used inappropriately to address public health or safety issues that other professionals would be better equipped to address; (7) increase transparency and public input into the operation, policies, and performance of the Police Department; (8) provide the residents of every Chicago community with meaningful opportunities to shape the Chicago Police Department policies and practices that affect their lives; and (9) increase public accountability of the Police Department, COPA, and the Police Board.

**2-82-115 Community Commission for Public Safety and Accountability – composition, selection and removal.**

(a) *Composition.* The Commission shall be comprised of 9 members, with one member serving as president. The Commission’s president will be selected from its members, by a majority vote of its members. The Commission’s president shall serve a term of two years, after which time the Commission shall elect a new president. Commission members may serve multiple terms as president.

(b) *Term Lengths.* The first term length for the 9 Commission members will initially be as follows:

For the initial 9 Commission members, each will be given a number 1 – 9 based on random lottery. The terms of those initial 9 Commission members will be as follows:

- Member 1 – 2 years
- Member 2 – 2 years
- Member 3 – 2 years
- Member 4 – 2 years
- Member 5 – 4 years
- Member 6 – 4 years
- Member 7 – 4 years
- Member 8 – 4 years
- Member 9 – 4 years

Thereafter, all Commission members’ terms will be 4 years in length, except that if a member does not complete a given term, a new member will be appointed using the selection process in 2-82-115(d) and serve for the remainder of the term.

(c) *Term Limits.* Commissioners shall serve for no more than a total of 12 years in their lifetime.

(d) *Selection Process.* The Commission Nominating Committee (“Nominating Committee”) will be a standing body comprised of 22 members selected through the process described in Section 2-82-130(g)(6). The Nominating Committee will oversee the process for nominating Commission members. The Nominating Committee shall identify candidates for the Commission and conduct an open application process. The Committee may not nominate one of its own members to serve on the Commission.

At least 24 weeks before the expiration of a Commissioner’s term on the Commission, the Nominating Committee shall have a public meeting at which it will make publicly available a Request for Nominations for Commissioners, which will include a form for nominating Commissioners and describe the process for selecting Commissioners and qualifications for Commissioners included in this Chapter, and the timeline for Commissioner selection. The nomination form shall include, at minimum, the name, address, and phone number of the nominee.

For at least 4 weeks after the Request for Nominations is made public, the Nominating Committee shall receive nominations. Any resident of the city of Chicago may submit a nomination. Nominations must include a completed nomination form. The Nominating Committee may also identify potential applicants and encourage them to apply to serve on the Commission by submitting a nomination form. Commissioners whose terms are expiring and who are eligible to serve another term may submit a nomination form and be subject to the selection process described below. Within two business days of receiving a completed nomination form, the Nominating Committee shall use the information on the nomination form to attempt to contact all nominees and shall invited them to submit a written application. Applications must, at minimum, state how the applicant meets the qualifications established in this Chapter and include at least three letters of recommendation.

At least 16 weeks before the expiration of a Commissioner’s term on the Commission, after reviewing all applications received, the Nominating Committee shall select as finalists no fewer than 4 qualified candidates for each existing or anticipated vacancy on the Commission. The Nominating Committee will conduct in-person interviews of all finalists.

No later than 30 days before the expiration of a Commissioner’s term on the Commission, the Nominating Committee shall nominate two candidates to fill the vacancy upon the expiration of the current term and submit the list of nominees to the Mayor. Candidates for nomination to the Commission must receive the vote of at least two-thirds of Nominating Committee members (at least 15 votes of 22) to be nominated. If more than two finalists for each existing or anticipated vacancy on the Commission receive the required 2/3 vote, then the two candidates receiving the most votes will be nominated as Commissioners. If fewer than two candidates for each existing or anticipated vacancy on the Commission receive the necessary 2/3 votes, then the Nominating Committee will generate a new list of 4 finalists for each existing or anticipated vacancy on the Commission from applicants and repeat the interview and voting process until a full slate of nominees is selected.

For vacancies occurring for reasons other than the expiration of a Commissioner's term, within 60 days following the creation of such vacancy, the Nominating Committee shall, in an expedited manner, use and complete the selection process described in this section to fill such vacancy.

If, 30 days prior to the expiration of a Commissioner's term, or 60 days following the creation of a vacancy for reasons other than the expiration of a Commissioner's term, the Nominating Committee has not nominated two candidates for each existing or anticipated vacancy on the Commission and submitted the list to the Mayor, then the City Council Committee on Public Safety may nominate individuals from the finalists list to fill the remaining slots. The nominations must be approved by a majority vote of the full City Council.

Within 30 days of receiving the list of nominees, the Mayor must either select a candidate for each vacancy from the candidates nominated by the Nominating Committee, or provide the Nominating Committee with a written explanation specifying why the Mayor declines to select any of the candidates. The Nominating Committee shall make this written explanation publicly available no later than three business days after receipt.

In the event that the Mayor declines to select a candidate from among those nominated by the Nominating Committee, the Nominating Committee shall, within 30 days of the Mayor's declination, submit to the Mayor a new list of two candidates for each vacancy. This new list of candidates may not include any candidate from any prior list submitted to the Mayor to fill the current vacancy. The Mayor must then within 30 days select a candidate for each vacancy, or decline to select a candidate, as described in this section.

Following the Mayor's selection of a candidate for Commissioner, the City Council must vote on whether to confirm the candidate as soon as practical, but no later than the next regularly scheduled full City Council meeting after the Mayor's selection of the candidate, unless such meeting is less than five business days from the date of the submission of the nomination, in which case the City Council must vote on whether to confirm the candidate at the subsequent full City Council meeting.

In the event that the City Council does not confirm the Mayor's selected candidate, the Mayor shall select a different candidate from the most recent list submitted by the Nominating Committee, or request that the Nominating Committee provide a new list of two candidates within 30 days.

Throughout the nominating process, the Nominating Committee shall hold at least one public meeting each month to report on its work.

Throughout the nominating process, the Nominating Committee will be assisted by staff from the Commission's Office of Community Engagement.

(e) *Qualifications.* In considering a candidate for the position of Commissioner, the Nominating Committee shall evaluate and consider any and all qualifications that are relevant to the position of Commissioner, including, but not limited to those listed in this section.

A qualified Commissioner shall be a person who:

- (1) Has resided in the City of Chicago continuously for at least the five years immediately preceding the selection and resides in the City of Chicago;
- (2) Has at least five years of experience in any of the following fields (experience in one field can be combined with experience in another field in order to meet the five-year minimum requirement): law, public policy, social work, psychology, mental health, law enforcement, community organizing, civil rights, advocacy on behalf of immigrant or undocumented people, and advocacy on behalf of LGBTQ people. At the discretion of the Nominating Committee, the professional experience requirement in this paragraph may be waived for up to three candidates who have direct experience of police misconduct or have an immediate family member who has direct experience of police misconduct, and who have been active with a community, faith, or educational institution for the past three years and are nominated by that organization or institution.
- (3) Has not been convicted, by any court located in the United States, of any of the following crimes: bribery, embezzlement, extortion, perjury, or other corruption related offenses.
- (4) Has adequately disclosed any personal, professional, or financial conflict of interest that could reasonably be thought to bear upon the person's performance as a Commissioner, including but not limited to:
  - i. whether the person has been convicted of any crime as an adult;
  - ii. whether the person has been an employee of the Chicago Police Department, the Independent Police Review Authority, the Civilian Office of Police Accountability, or the Police Board;
  - iii. whether an immediate relative is an employee of the Chicago Police Department, the Independent Police Review Authority, the Civilian Office of Police Accountability, or the Police Board; and
  - iv. whether the person or an immediate relative, either personally or through a corporate entity, does any business with any department, agency, or entity of the City of Chicago.

Failure to make these disclosures will disqualify a person from being a candidate for Commissioner.

- (5) Has a reputation for integrity, professionalism and sound judgment;
- (6) Has a history of leadership and community involvement;
- (7) Has a demonstrated ability to engage effectively with all who have a stake in policing, including, but not limited to, residents of marginalized communities, police officers, and public officials; and

- (8) Has a documented history and reputation for working in groups in a collaborative manner that reflects sound judgment, independence, fairness, and objectivity.

At least two Commissioners shall each have at least ten years of experience as a practicing attorney, with significant experience in civil rights, civil liberties, law enforcement, or criminal defense.

At least one Commissioner shall have at least ten years of experience in community organizing, which may include work that is full time or part-time, paid or unpaid, but must involve a formal affiliation with a community-based organization.

At least two Commissioners shall be between the ages of 18 and 24 years old.

No Commissioner shall have been an employee of the Chicago Police Department, the Independent Police Review Authority, the Civilian Office of Police Accountability, or the Police Board in any of the three years immediately preceding their appointment.

(f) *Removal.* The City Council, by two-thirds vote, may remove a member of the Commission. The City Council may only remove a Commissioner for cause and in accordance with this section. Just cause for such removal shall include, but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Commission, or other acts of nonfeasance, malfeasance or misfeasance in office. Any member of the City Council may propose to remove a member of the Commission by submitting to the City Council Public Safety Committee a document that describes with specificity the reasons for removal. Then, the Public Safety Committee shall be convened to determine whether the stated reasons for removal meet the removal criteria established in this section. Following discussion of the alleged causes for removal, the Public Safety Committee shall vote whether to remove. If a majority of the Public Safety Committee votes to remove a Commissioner, then the full City Council shall take up the issue. Removal of a Commissioner requires a two-thirds vote of the City Council. Upon such vote, the termination shall be final.

(g) *Commission Procedures.* The Commission will be self-governing in all procedural and operational matters, except those that would violate the terms of this Ordinance or other municipal, state, or federal law. The Commission will adopt rules, regulations, and procedures for the conduct of its business, and may establish any committees deemed necessary for the conduct of its business.

(h) *Compensation.* Commissioners will be paid \$12,000 yearly, and the president will be paid \$15,000 yearly.

(i) *Appropriations.* The appropriations available to pay for the expenses of the Commission during each fiscal year shall be determined by the City as part of the annual City budget process, but shall not be less than .22 percent of the annual appropriation of all non-grant funds for the Department contained in the annual appropriation ordinance for that fiscal year.

**2-82-120 District Councils – establishment.**

There is hereby established within each Police District in the City of Chicago a District Council, which shall include members as described below.

**2-82-125 District Councils – purpose.**

The purpose of the District Councils is to: (1) build connections between the police and the community, (2) collaborate in the development and implementation of community policing initiatives, (3) ensure regular community input for Commission efforts, (4) ensure that within each police district there is a forum where district residents can raise and work to address any concerns about policing in the district, including but not limited to police interactions with youth and people of all immigration statuses, (5) ensure the independence and increase the legitimacy of the Commission by participating in the selection its members, (6) participate in the selection of Commission members who will fulfill the purposes listed in Section 2-82-110 of this ordinance; and (7) assist the Commission in fulfilling the purposes listed in Section 2-82-110 of this ordinance.

**2-82-130 District Councils – composition, selection and authority.**

(a) *Composition.* Each of the City’s police districts will have a District Council made up of three members.

(b) *Term Lengths.* District Council members will have two year terms.

(c) *Term Limits.* District Council members shall serve for no more than a total of 12 years in their lifetime.

(d) *Selection Process.* District Council members will be elected by residents of the District. Persons wishing to appear on the ballot as a candidate for District Council may be required to file a statement of candidacy with the Chicago Board of Election Commissioners and to submit nominating petitions with not less than 100 valid signatures of registered voters residing in that police district. Eligible candidates for District Council will appear on the ballot in the general election the first Tuesday after the first Monday in November in all even-numbered years. The election shall be administered by the Chicago Board of Election Commissioners. Anyone eligible to vote in an election administered by the Chicago Board of Elections Commissioners is eligible to vote for District Council members.

If, after the election, vacancies exist in any District Council, for each vacancy on the District Council, the remaining member or members of the District Council shall, within 30 days of the vacancy being created, identify three people who meet the qualifications established in this Chapter and submit their names to the Commission. From among the names submitted by the District Council, the Commission shall, within 60 days of the vacancy being created, select a person to fill the vacancy. If all of the positions on a District Council become vacant, the Commission shall, within 60 days of the creation of each vacancy, select a person who meets the qualifications established in this Chapter to fill the vacancy. If vacancies exist in any District

Council before the Commission has been established with members confirmed by the City Council, then the Commission Nominating Committee shall carry out the responsibilities otherwise assigned to the Commission in this section.

- (e) *Qualifications.* A qualified District Council member shall be a person who:
  - (1) Is at least 18 years old on the date their service on the District Council begins;
  - (2) Resides in the police district which they seek to serve;
  - (3) Is registered to vote in the City of Chicago;
  - (4) Has not been convicted in any court located in the United States, of any infamous crime, bribery, perjury, or other felony.
  - (5) Is not a member of the Commission.

No District Council members shall have been an employee of the Chicago Police Department, the Independent Police Review Authority, the Civilian Office of Police Accountability, or the Police Board in any of the three years immediately preceding their election.

- (f) *Compensation.* District Council members will be paid \$500 at the end of each month of service.
- (g) *Authority.* Each District Council shall:
  - (1) Hold or attend regular community meetings to discuss the purposes of the Commission listed in Section 2-82-110 and how they intersect with Chicago Police Department policies and practices within that community;
  - (2) Work with the Police District Commander and community members to advance the purposes of the Commission listed in Section 2-82-110 and to help develop and implement community policing initiatives;
  - (3) Meet at least quarterly with all District Council members to identify trends and concerns;
  - (4) Meet at least once a year with all District Council members to propose priorities for the Commission;
  - (5) Work to develop and expand restorative justice and similar programs in the district;
  - (6) Select, by a majority vote, one of their members to serve on the Commission Selection Committee; and

(7) Exercise any other powers delegated to them by the Commission.

**2-82-135 Hiring of the Police Superintendent; vote of no confidence; termination.**

(a) *Hiring of the Police Superintendent.*

- (1) When a vacancy occurs in the position of Superintendent, the Commission shall, no more than 120 days after the vacancy begins, submit a list of three candidates for the position to the Mayor. Within 30 days of receiving the list of candidates, the Mayor must either select a candidate from that list or provide the Commission with a written explanation specifying why the Mayor declines to select any of the candidates. The Commission shall make this written explanation publicly available no later than three business days after receipt.
- (2) In the event that the Mayor declines to select a candidate from the list submitted by the Commission, the Commission shall, within 30 days of the Mayor's declination, submit a new list of three candidates to the Mayor. This new list of candidates may not include any candidate from any prior list submitted to the Mayor to fill the current vacancy. The Mayor must then within 30 days select a Superintendent from the new list of candidates, or decline to select a candidate, as described in 2-82-135(a)(1), above.
- (3) Following the Mayor's selection of a candidate for Superintendent, the City Council must vote on whether to confirm the candidate as soon as practical, but no later than the next regularly scheduled full City Council meeting after submission of the candidate unless such meeting is less than five business days from the date of the submission of the candidate, in which case the City Council must vote on whether to confirm the candidate at the subsequent full City Council meeting.
- (4) In the event that the City Council does not confirm the Mayor's selected candidate, the Mayor shall select a different candidate from the most recent list submitted by the Commission, or request that the Commission provide a new list of three candidates within 30 days.

The Mayor may only nominate a candidate after all candidates from the list that is under consideration have answered questions and presented their credentials and strategic plan for the Superintendent position at four public hearings to be held as follows: one on the North Side of Chicago, one on the South Side of Chicago, one on the West Side of Chicago and one in downtown Chicago.

(b) *Vote of no confidence in the Police Superintendent.* The Commission may, in accordance with this section, adopt a resolution expressing the body's lack of confidence in the Superintendent. The Commission may adopt such a resolution if at least six of its members believe that the Superintendent is no longer fit to hold that position. The Commission may only

take a vote of no confidence for just cause and in accordance with this section. Just cause for a vote of no confidence shall include, but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Superintendent, or other acts of nonfeasance, malfeasance or misfeasance in office. Before a vote of no confidence may be taken, a member of the Commission must make a motion to take a vote of no confidence. The motion shall require the affirmative vote of a majority of the Commission. If a majority of the Commission votes in support of a motion to take a vote of no confidence, the Commission must provide written notice to the Superintendent of its intent to take a vote of no confidence, including a detailed explanation of the deficiencies that are the basis of the "for cause" determination. Within 30 days of receiving the notice of intent to take a vote of no confidence, the Superintendent may respond in writing. Upon receipt of the Superintendent's response, or at least 30 days after delivery of the notice of intent, whichever comes first, the Commission may take a vote of no confidence in the Superintendent. The Commission may adopt a resolution expressing the body's lack of confidence in the Superintendent by the affirmative vote of at least six members of the Commission. Any vote of no confidence shall be taken in a public meeting.

(c) *Termination of the Police Superintendent.* If the Commission adopts a resolution expressing the body's lack of confidence in the Superintendent, the City Council Public Safety Committee shall hold a hearing at which it shall consider and vote on whether to recommend that the Superintendent be terminated for just cause. Just cause shall include, but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Superintendent, or other acts of nonfeasance, malfeasance or misfeasance in office. If the Superintendent requests to appear at the hearing, the Superintendent shall be given an opportunity to speak and to respond to questions from Public Safety Committee members. If a majority of the Public Safety Committee votes in the affirmative to recommend that the Superintendent be terminated, then, the full City Council shall consider and vote on whether to terminate the Superintendent. The meeting of the full City Council shall take place within 30 days of the Commission's vote of no confidence, or at the next regular meeting of the full City Council. The City Council may terminate the Superintendent by the affirmative vote of a majority of the City Council. A majority vote to terminate the Superintendent shall take effect immediately.

**2-82-140      Hiring of COPA Chief Administrator; vote of no confidence; termination.**

(a) *Hiring of the COPA Chief Administrator.* When a vacancy occurs in the position of Chief Administrator, the Commission shall, no more than 120 days after the vacancy begins, submit a list of three candidates for the position to the Mayor. In nominating persons to serve as Chief Administrator, the Commission shall apply the qualifications established in section 2-78-115 of the Municipal Code of Chicago. When a vacancy occurs or is anticipated in the position of Chief Administrator, the Commission shall engage a nationally recognized organization with expertise in government oversight to perform a nationwide search and to create a pool of no less than ten of the most qualified candidates for the position of Chief Administrator. The organization shall submit the identities of these candidates, including resumes, qualifications, and statements detailing each candidate's credentials, to the Commission. From this pool of

candidates, the Commission shall select the three it deems most qualified to serve as Chief Administrator and submit a list of those three candidates to the Mayor. Within 30 days after the Commission submits to the Mayor the list of candidates for the position of Chief Administrator, the Mayor must either select a candidate from that list or provide the Commission with a written explanation specifying why the Mayor declines to select any of the candidates. The Commission shall make this written explanation publicly available no later than three business days after receipt.

(b) In the event that the Mayor declines to select a candidate from the list submitted by the Commission, the Commission shall, within 30 days of the Mayor's declination, submit a new list of three candidates to the Mayor. This new list of candidates may not include any candidate from any prior list submitted to the Mayor to fill the current vacancy. The Mayor must then within 30 days select a Chief Administrator from the new list of candidates, or decline to select a candidate, as described in 2-82-140(a), above.

(c) Following the Mayor's selection of a candidate for Chief Administrator, the City Council must vote on whether to confirm the candidate as soon as practical, but no later than the next regularly scheduled full City Council meeting after submission of the candidate unless such meeting is less than five business days from the date of the submission of the candidate, in which case the City Council must vote on whether to confirm the candidate at the subsequent full City Council meeting.

(d) In the event that the City Council does not confirm the Mayor's selected candidate, the Mayor shall select a different candidate from the most recent list submitted by the Commission, or request that the Commission provide a new list of three candidates within 30 days.

(e) *Vote of no confidence in the COPA Chief Administrator.* The Commission may, in accordance with this section, adopt a resolution expressing the body's lack of confidence in the Chief Administrator. The Commission may adopt such a resolution if at least six of its members believe that the Chief Administrator is no longer fit to hold that position. The Commission may only take a vote of no confidence for just cause and in accordance with this section. Just cause for a vote of no confidence shall include, but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Chief Administrator, or other acts of nonfeasance, malfeasance or misfeasance in office. Before a vote of no confidence may be taken, a member of the Commission must make a motion to take a vote of no confidence. The motion shall require the affirmative vote of a majority of the Commission. If a majority of the Commission votes in support of a motion to take a vote of no confidence, the Commission must provide written notice to the Chief Administrator of its intent to take a vote of no confidence, including a detailed explanation of the deficiencies that are the basis of the "for cause" determination. Within 10 days of receiving the notice of intent to take a vote of no confidence, the Chief Administrator may respond in writing. Upon receipt of the Chief Administrator's response, or at least 30 days after delivery of the notice of intent, the Commission may take a vote of no confidence in the Chief Administrator. The Commission may adopt a resolution expressing the body's lack of confidence in the Chief

Administrator by the affirmative vote of at least six members of the Commission. Any vote of no confidence shall be taken in a public meeting.

(f) *Termination of the COPA Chief Administrator.* If the Commission adopts a resolution expressing the body's lack of confidence in the Chief Administrator, the City Council Public Safety Committee shall hold a hearing at which it shall consider and vote on whether to recommend that the Chief Administrator be terminated for just cause. Just cause shall include, but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Chief Administrator, or other acts of nonfeasance, malfeasance or misfeasance in office. If the Chief Administrator requests to appear at the hearing, the Chief Administrator shall be given an opportunity to speak and to respond to questions from Public Safety Committee members. If a majority of the Public Safety Committee votes in the affirmative to recommend that the Chief Administrator be terminated, then, the full City Council shall consider and vote on whether to terminate the Chief Administrator. The meeting of the full City Council shall take place within 30 days of the Commission's vote of no confidence, or at the next regular meeting of the full City Council. The City Council may terminate the Chief Administrator by the affirmative vote of a majority of the City Council. A majority vote to terminate the Chief Administrator shall take effect immediately.

**2-82-145 Appointment of Police Board Members; vote of no confidence; removal.**

(a) *Appointment of Police Board Members.* When a vacancy occurs on the Police Board, the body established in Section 2-84-020, the Commission shall, within 60 days, submit to the Mayor a list of three candidates to serve as a member of the Police Board. In nominating persons to serve on the Police Board, the Commission shall apply the following qualifications:

A qualified Police Board member shall be a person who:

- (1) Has resided in the City of Chicago continuously for at least the five years immediately preceding the nomination and resides in the City of Chicago;
- (2) Has at least five years of experience in any of the following fields (experience in one field can be combined with experience in another field in order to meet the five-year minimum requirement): law, public policy, social work, psychology, mental health, law enforcement, community organizing, civil rights, advocacy on behalf of immigrant or undocumented people, and advocacy on behalf of LGBTQ people.
- (3) Has not been convicted, by any court located in the United States, of any of the following crimes: bribery, embezzlement, extortion, perjury, or other corruption related offenses.
- (4) Has adequately disclosed any personal, professional, or financial conflict of interest that could reasonably be thought to bear upon the person's performance as a Police Board member, including but not limited to:

- i. whether the person has been convicted of any crime as an adult;
- ii. whether the person has been an employee of the Chicago Police Department, the Independent Police Review Authority, the Civilian Office of Police Accountability, or the Police Board;
- iii. whether an immediate relative is an employee of the Chicago Police Department, the Independent Police Review Authority, the Civilian Office of Police Accountability, or the Police Board; and
- iv. whether the person or an immediate relative, either personally or through a corporate entity, does any business with any department, agency, or entity of the City of Chicago.

Failure to make these disclosures will disqualify a person from being a candidate for Commissioner.

- (5) Has a reputation for integrity, professionalism and sound judgment;
- (6) Has a history of leadership and community involvement;
- (7) Has a demonstrated ability to engage effectively with all who have a stake in policing, including, but not limited to, residents of marginalized communities, police officers, and public officials; and
- (8) Has a documented history and reputation for working in groups in a collaborative manner that reflects sound judgment, independence, fairness, and objectivity.

At least half of the Police Board members shall each have at least ten years of experience as a practicing attorney, with significant experience in civil rights, civil liberties, law enforcement, or criminal defense.

No Police Board member shall have been an employee of the Chicago Police Department, the Independent Police Review Authority, or the Civilian Office of Police Accountability in any of the ten years immediately preceding their appointment.

Within 30 days of receiving the list of candidates from the Commission, the Mayor must either select a candidate from that list or provide the Commission with a written explanation specifying why the Mayor declines to select any of the candidates. The Commission shall make this written explanation publicly available no later than three business days after receipt.

In the event that the Mayor declines to select a candidate, the Commission shall, within 30 days of the Mayor's declination, submit a new list of three candidates to the Mayor. This new list of candidates may not include any candidate from any prior list submitted to the Mayor to fill the current vacancy. The Mayor must then within 30 days select a Police Board candidate from the new list of candidates, or decline to select a candidate, as described in this section above.

Following the Mayor's selection of a candidate for Police Board, the City Council must vote on whether to confirm the candidate as soon as practical, but no later than the next regularly scheduled full City Council meeting after submission of the candidate unless such meeting is less than five business days from the date of the submission of the candidate, in which case the City Council must vote on whether to confirm the candidate at the subsequent full City Council meeting.

In the event that the City Council does not confirm the Mayor's selected candidate, the Mayor shall select a different candidate from the most recent list submitted by the Commission, or request that the Commission provide a new list of three candidates within 30 days.

Except in the case of vacancies filled for the remainder of an unexpired term, Police Board members shall be appointed for a term of five years, or until their respective successors are appointed and qualified, provided, however, that no person shall be eligible for reappointment to the Police Board if such person has served on the Police Board for more than ten years during his or her lifetime. Police Board members shall be reasonably compensated for their service on the Police Board as provided for in the annual appropriation ordinance.

Vacancies shall be filled for the remainder of an unexpired term in the same manner as original appointments.

(b) *Vote of no confidence in Police Board Members.* The Commission may, in accordance with this section, adopt a resolution expressing the body's lack of confidence in a member of the Police Board. The Commission may adopt such a resolution if at least six of its members believe that the member of the Police Board is no longer fit to hold that position. The Commission may only take a vote of no confidence for just cause and in accordance with this section. Just cause for a vote of no confidence shall include, but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Police Board member, or other acts of nonfeasance, malfeasance or misfeasance in office. Before a vote of no confidence may be taken, a member of the Commission must make a motion to take a vote of no confidence. The motion shall require the affirmative vote of a majority of the Commission. If a majority of the Commission votes in support of a motion to take a vote of no confidence, the Commission must provide written notice to the member of the Police Board of its intent to take a vote of no confidence, including a detailed explanation of the deficiencies that are the basis of the "for cause" determination. Within 10 days of receiving the notice of intent to take a vote of no confidence, the member of the Police Board may respond in writing. Upon receipt of the member of the Police Board's response, or at least 30 days after delivery of the notice of intent, whichever comes first, the Commission may take a vote of no confidence in the member of the Police Board. The Commission may adopt a resolution expressing the body's lack of confidence in the member of the Police Board by the affirmative vote of at least six members of the Commission.

(c) *Removal of Police Board Members.* If the Commission adopts a resolution expressing the body's lack of confidence in a Police Board member, the City Council Public Safety Committee shall hold a hearing at which it shall consider and vote on whether to recommend that the Police Board member be removed for just cause. Just cause shall include,

but is not limited to, incompetence, neglect of duty, gross misconduct or criminal conduct of the type that threatens to impair or undermine public confidence in the Police Board member or in the Police Board, or other acts of nonfeasance, malfeasance or misfeasance in office. If the Police Board member requests to appear at the hearing, the Police Board member shall be given an opportunity to speak and to respond to questions from Public Safety Committee members. If a majority of the Public Safety Committee votes in the affirmative to recommend that the Police Board member be removed, then, the full City Council shall consider and vote on whether to remove the Police Board member. The meeting of the full City Council shall take place within 30 days of the Commission's vote of no confidence, or at the next regular meeting of the full City Council. The City Council may remove a Police Board member by the affirmative vote of a majority of the City Council. A majority vote to remove a Police Board member shall take effect immediately.

(d) The Commission shall designate a president and a vice-president from among the members of the Board. The president and vice-president shall be designated to serve in such capacity for a term not to exceed two years, and may be re-designated by the Commission to serve in such capacity for an additional term(s) not to exceed two years.

**2-82-150      Annual Performance Review of the Police Superintendent.**

Every year, the Commission shall establish goals and expectations for the Superintendent and conduct a performance review evaluating progress towards meeting those goals and expectations. By December 1 of each year, the Superintendent shall provide the Commission with a written self-evaluation that describes progress towards meeting that year's goals and expectations, and proposes goals and expectations for the next year. By December 31 of each year, the Commission shall provide the Superintendent with a preliminary written evaluation that includes the Commission's assessment of the Superintendent's performance in meeting the previous year's goals and expectations, and sets out goals and expectations for that calendar year. If the Superintendent believes that changes to the written evaluation or the goals and expectations are warranted, within 15 days of receiving the evaluation, the Superintendent may request in writing that the Commission make such changes. By January 15 of each year, the Commission shall complete a final performance review of the Superintendent covering the previous calendar year, and establish goals and expectations for the Superintendent for the then current calendar year, and the Commission shall make public the Superintendent's self-evaluation, the Commission's final performance review and the Commission's final goals and expectations for the Superintendent.

**2-82-155      Annual Performance Review of the COPA Chief Administrator.**

Every year, the Commission shall establish goals and expectations for the Chief Administrator and conduct a performance review evaluating progress towards meeting those goals and expectations. By December 1 of each year, the Chief Administrator shall provide the Commission with a written self-evaluation that describes progress towards meeting that year's goals and expectations, and proposes goals and expectations for the next year. By December 31 of each year, the Commission shall provide the Chief Administrator with a preliminary written evaluation that includes the Commission's assessment of the Chief Administrator's performance

in meeting the previous year's goals and expectations, and sets out goals and expectations for that calendar year. If the Chief Administrator believes that changes to the written evaluation or the goals and expectations are warranted, within 15 days of receiving the evaluation, the Chief Administrator may request in writing that the Commission make such changes. By January 15 of each year, the Commission shall complete a final performance review of the Chief Administrator covering the previous calendar year, and establish goals and expectations for the Chief Administrator for the then current calendar year, and the Commission shall make public the Chief Administrator's self-evaluation, the Commission's final performance review and the Commission's final goals and expectations for the Chief Administrator.

**2-82-160 Annual Performance Review of the Police Board.**

Every year, the Commission shall establish goals and expectations for the Police Board and conduct a performance review evaluating progress towards meeting those goals and expectations. By December 1 of each year, the Police Board President shall provide the Commission with a written self-evaluation that describes progress towards meeting that year's goals and expectations, and proposes goals and expectations for the next year. By December 31 of each year, the Commission shall provide the Police Board President with a preliminary written evaluation that includes the Commission's assessment of the Police Board's performance in meeting the previous year's goals and expectations, and sets out goals and expectations for that calendar year. If the Police Board President believes that changes to the written evaluation or the goals and expectations are warranted, within 15 days of receiving the evaluation, the Police Board President may request in writing that the Commission make such changes. By January 15 of each year, the Commission shall complete a final performance review of the Police Board covering the previous calendar year, and establish goals and expectations for the Police Board for the then current calendar year, and the Commission shall make public the Police Board President's self-evaluation, the Commission's final performance review and the Commission's final goals and expectations for the Police Board.

**2-82-165 Policymaking.**

(a) *Purpose.* It is the purpose of this section to create a more transparent process for the development and adoption of Police Department and COPA policy; to encourage collaboration between and among the Police Department, COPA, and the Commission in the development of Police Department and COPA policy; and to increase public trust in the Police Department and COPA. In all cases, the goal is to reach consensus between the Department and the Commission, or COPA and the Commission.

(b) *Department Policymaking.* Except as noted in 2-82-165(c), the Commission shall have the power by majority vote to establish policy for the Department. Either the Superintendent or the Commission may propose new or amended Department policies. In either case, the Department and the Commission shall collaborate in order to try to reach consensus about proposed policies. Any policy proposed by the Superintendent shall be subject to review and approval by the Commission and shall not take effect until it is reviewed and approved by majority vote of the Commission.

Except as noted in 2-82-165(c), when the Department has drafted a new or amended policy, it shall submit the draft policy to the Commission. When the Commission has drafted a new or amended policy, it shall submit the draft policy to the Department. The Department and the Commission shall then consult in a collaborative manner, with the goal of developing consensus on the substance of the policy. The Commission may consult with experts throughout this process. The Department and the Commission may make adjustments to a policy based on these consultations.

Except as permitted pursuant to 2-82-165(e), below, at least 30 days after the Department has submitted a draft of a policy to the Commission, or the Commission has submitted a draft of a policy to the Department, either the Department or the Commission may call for a public hearing on the proposed policy. If the Department or the Commission calls for a public hearing, the proposed policy changes shall be presented to the public at the next regular Commission meeting, subject to the requirement that the proposed policy be posted for public comment on the Commission's website for at least 14 days prior to the Commission meeting. If the Department and the Commission have been unable to develop consensus on the substance of the policy, then both the policy drafted by the Department and the policy drafted by the Commission shall be presented to the public and posted for public comment as described above. The Commission may also hold hearings, issue reports, and take any other actions it deems appropriate for a thorough and balanced review of a proposed policy.

At the conclusion of this review process, the Commission may adopt a policy recommendation by the affirmative vote of a majority of the Commission.

The Commission may, on an ongoing basis, review any aspect of the operation of the Department, including, but not limited to, a consideration of hiring, training, promotion, supervision, discipline, policies and procedures, and other matters relating to the conduct of employees of the Department.

*(c) Policymaking pursuant to State of Illinois v. City of Chicago, Case No. 17-cv-6260, in the United States District Court for the Northern District of Illinois. A Consent Decree in the case State of Illinois v. City of Chicago, Case No. 17-cv-6260, establishes a process for setting department policy for all policies that are subject to the Consent Decree. The process established therein shall be the exclusive method for department policymaking regarding matters that are subject to the Consent Decree. However, when proposed Department policies are being reviewed pursuant to Consent Decree paragraphs 626-633, the Department shall submit to the Commission any policy that is subject to the Consent Decree, and the Commission may conduct an advisory review of the policy. The Commission may consult with experts, hold hearings, issue reports, and take any other actions it deems appropriate for a thorough and balanced review of the proposed policy.*

If, pursuant to paragraphs 715-716 of the Consent Decree, the Court determines that the City of Chicago and the Department are in full and effective compliance with respect to any policy that is subject to the Consent Decree, and the Court terminates the Consent Decree with respect to that policy, that policy shall be subject to 2-82-165(b).

If, pursuant to paragraph 716 of the Consent Decree, the Court reinstates a previously terminated requirement, the policymaking process established in the Consent Decree shall once again be the exclusive method for policymaking related to that requirement.

When, pursuant to paragraph 714 of the Consent Decree, the Court terminates the decree, all Department policy shall be subject to 2-82-165(b).

(d) *COPA Policymaking Authority.* The Commission shall have the power by majority vote to establish policy for COPA. Either the Chief Administrator or the Commission may propose new or amended COPA policies. In either case, COPA and the Commission shall collaborate in order to try to reach consensus about proposed policies. Any policy proposed by the Chief Administrator shall be subject to review and approval by the Commission and shall not take effect until it is reviewed and approved by majority vote of the Commission.

When the Chief Administrator has drafted a new or amended policy, the Chief Administrator shall submit the draft policy to the Commission. When the Commission has drafted a new or amended policy, it shall submit the draft policy to the Chief Administrator. The Chief Administrator and the Commission shall then consult in a collaborative manner, with the goal of developing consensus on the substance of the policy. The Commission may consult with experts throughout this process. COPA and the Commission may make adjustments to a policy based on these consultations.

Except as permitted pursuant to 2-82-165(e), at least 30 days after COPA has submitted a draft of a policy to the Commission, or the Commission has submitted a draft of a policy to COPA, either COPA or the Commission may call for a public hearing on the proposed policy. If COPA or the Commission calls for a public hearing, the proposed policy changes shall be presented to the public at the next regular Commission meeting, subject to the requirement that the proposed policy be posted for public comment on the Commission's website for at least 14 days prior to the Commission meeting. If COPA and the Commission have been unable to develop consensus on the substance of the policy, then both the policy drafted by COPA and the policy drafted by the Commission shall be presented to the public and posted for public comment as described above. The Commission may also hold hearings, issue reports, and take any other actions it deems appropriate for a thorough and balanced review of a proposed policy.

At the conclusion of the review process, the Commission may adopt a policy recommendation by the affirmative vote of a majority of the Commission.

The Commission may, on an ongoing basis, review any aspect of the operation of COPA. The Commission shall not review, seek information about or in any way interfere with ongoing COPA investigations.

All actions of the Commission are subject to the terms of any court orders respecting the substance of COPA policy.

(e) *Expedited process.* The Department and the Commission and COPA and the Commission shall establish expedited processes for review of policies where, by a vote of the

majority, the Commission determines that a more thorough review is not necessary to further the purposes enumerated in paragraph (a) of this Section.

(f) *Emergency Policymaking Authority.* If extraordinary circumstances demand an immediate revision or clarification (e.g., due to a change in law or other urgent circumstance), the Department or COPA may issue a temporary policy. The Department or COPA must provide prompt notice of the temporary policy to the Commission and the Chair of the City Council Public Safety Committee, and the temporary policy will only remain in effect until the adoption of a revised policy pursuant to the process set forth above. This paragraph does not exempt any new or revised policy from the process set forth above.

(g) *Informal Policymaking Authority.* The Commission may make recommendations on matters of policing and public safety to the Mayor, the City Council, and the Deputy Inspector. Such recommendations must first be presented to the public at a regular Commission meeting, and must be posted for public comment on the Commission's website for at least 14 days prior to that Commission meeting.

#### **2-82-170 Access to Records.**

In order to fulfill its obligations, including to review and make recommendations regarding Department and COPA policy, establish goals and expectations for and conduct annual performance reviews of the Superintendent, the Chief Administrator, and the Police Board, the Commission must have access to information, documents, and records that will help it to make well-informed decisions and recommendations. Therefore, subject to applicable law, the Commission shall have full access to all information, documents, and records in the possession, custody, or control of the Department, COPA, and the Police Board. Within 14 days of receiving a request from the Commission, the Department, COPA, and the Police Board must either produce the requested information, documents, and records, or respond in writing explaining why the Department, COPA, or the Police Board is bound by law not to produce the requested information, documents, or records. The Commission shall publish any such written explanations on its publicly accessible website.

Subject to applicable law, the Commission may request access to information, documents, and records in the possession, custody, or control of the Deputy Inspector or any other City department, agency, or entity necessary for the Commission to fulfill its duties. Within 21 days of receiving a request from the Commission, the recipient must either produce the requested information, documents, and records, or respond in writing explaining why the recipient will not produce, or is bound by law not to produce, the requested information, documents, or records. The Commission shall publish any such written explanations on its publicly accessible website.

#### **2-82-175 Reporting and Transparency.**

(a) *Data and Reports.* In order to fulfill its obligations, including to review and make recommendations regarding Department and COPA policy, establish goals and expectations for and conduct annual performance reviews of the Superintendent, the Chief Administrator, and the

Police Board, the Commission must have access to information, documents, and records that will help it to make well-informed decisions and recommendations. Therefore, subject to applicable law, the Commission can require the Superintendent, Chief Administrator, the President of the Police Board and the Deputy Inspector, and other key officials to provide the Commission with certain data, reports, public testimony, or other public updates on a regular basis.

The Commission shall also have authority to request that the Deputy Inspector conduct a written review and/or audit of any matter within the Deputy Inspector's jurisdiction. Any such request shall be made in writing. The Deputy Inspector shall respond to the Commission's request in writing within 10 days. The Deputy Inspector's response shall either propose a timeline for the review and audit, or explain why the Deputy Inspector will not fulfill the Commission's request.

(b) *Commission Meetings.* The Commission shall hold regular meetings at least monthly. All regular meetings shall be open to the public. The Commission shall make reasonable efforts to ensure that its meetings are widely accessible, and shall post notice of each meeting, along with a proposed agenda, on the Commission's website, at least 7 days prior to each meeting.

The Commission may, at its discretion, hold special meetings of the Commission (or of committees), including meetings with leaders, employees, and/or representatives of any municipal agency or entity. All such special meetings shall be open to the public, except as to those matters specifically exempted by the Illinois Open Meetings Act (5 ILCS 120).

All meeting minutes, deliberations, reports, investigations, policies, and procedures of the Commission shall be posted on the Commission's website and open to public inspection, except to the extent the information contained therein is exempt from disclosure by the Illinois Freedom of Information Act, or other relevant law.

The Commission may also hold meetings between its members and City officials in order to receive information, communicate feedback from the community, and discuss recommendations.

(c) *Compelling Attendance at Commission Meetings.* As deemed necessary by the majority of the Commission, the Commission may request and, if necessary, compel, the attendance of the Superintendent, the Deputy Inspector, the Chief Administrator, and the President of the Police Board, or their designees, to any regular or special meeting of the Commission in order to provide public updates on matters as requested by the Commission, and to answer questions from the Commission and general public.

(d) *Subpoenas.* The Commission may request that the City of Chicago Inspector General secure by subpoena the attendance and testimony of witnesses and the production of documents and other relevant information. Any such request shall be made in writing. The Inspector General shall respond to the Commission's request in writing within 10 days. The Inspector General's response shall either propose a timeline for the issuance of a subpoena, or explain why the Inspector General will not fulfill the Commission's request.

(e) *Duty of Cooperation.* It shall be the duty of every officer, employee, department, agency, contractor, subcontractor, agent or licensee of the City to cooperate with the Commission in any investigation undertaken pursuant to this Chapter. Any employee or appointed officer of the City who violates any provision of this Chapter shall be subject to discipline, including but not limited to discharge, in addition to any other penalty provided in this Chapter.

**2-82-180 Commission Staff.**

The Commission shall hire and may fire an Executive Director. Subject to the provisions of the Ordinance and the instructions of the Commission, the Executive Director shall have the power and duty to administer the affairs of the Commission as its chief administrative officer. The Executive Director may exercise additional powers as conferred upon the Executive Director by the Commission.

The Commission shall establish a permanent Office of Community Engagement with at least 3 full-time employees focused on community engagement. This Office shall help ensure that the Commission hears regularly from and interacts with members of the public, particularly in communities that are most heavily impacted by both crime and policing. The Office shall hold regular meetings and forums in different parts of the City; work closely with District Councils, community residents and community groups, and report back regularly to the Commission about its activities. The Office shall support the efforts of the District Councils by, among other things, working to ensure that they are well-functioning, and have strong participation by youth and people of all immigration statuses. The Office shall also publish public reports, as deemed necessary by the Commission, about public matters related to policing that concern Chicago communities.

The Commission may hire additional employees at its discretion, including employees to support the activities of District Councils.

Subject to applicable law, the Executive Director may appoint, discharge, discipline, transfer, and issue instructions to employees of the Commission.

**2-82-185 Reports.**

The Commission shall issue an annual report that includes a detailed summary of the Commission's activities during the year, as well as all policy, rule, and/or procedure changes enacted or recommended by the Commission, the relevant entity's response, and the status of implementation; all Commission requests for reviews, audits, and investigations, and the status of those audits, analyses, and investigations; and any other matters the Commission deems of public importance.

The Commission must make its annual reports publicly available, including by promptly posting them on the Commission's website.

The Commission may issue written reports on any matter related to its purpose as set out in Section 2-82-110.

The Commission shall also have the power to demand that the Department, COPA, and/or the Police Board submit annual or semi-annual written reports on any matter the Commission deems of public importance.

**2-82-190 Prohibition of Retaliation and Obstruction; Penalty.**

(a) No person shall knowingly retaliate against, punish, threaten or penalize any other person who serves or seeks to serve as a member of the Commission; or participates or seeks to participate, in any capacity, in the work of the Commission.

(b) No person shall knowingly interfere with or obstruct an inquiry or investigation conducted by the Commission.

(c) The City of Chicago Office of the Inspector General (OIG) shall investigate complaints alleging violations of subsection 2-82-190(a) and 2-82-190(b). If OIG concludes that a complaint merits prosecution under subsection 2-82-190(d), it shall share its findings and conclusions with the City of Chicago Department of Law. If, in the course of its investigation, OIG discovers conduct that may have violated a criminal statute, it may refer the complaint to the appropriate law enforcement authority. OIG shall also inform the Commission and the complainant of the outcome of its investigation and include a description of the outcome in its quarterly report. The submission of a complaint alleging violations of subsection 2-82-190(a) or 2-82-190(b) does not bar the complainant from seeking any other remedy provided by law.

(d) Any person who violates subsection 2-82-190(a) or 2-82-190(b) shall be subject to a fine of not less than \$1,000.00 and not more than \$5,000.00 for each such offense, or imprisonment for a period of not less than 30 days and not more than six months, or both a fine and imprisonment. Each day that a violation continues shall constitute a separate and distinct offense. The City shall adjudicate actions seeking solely the imposition of a fine in the department of administrative hearings. Actions seeking incarceration, or incarceration and a fine, shall be filed and prosecuted as misdemeanors under the procedure set forth in Section 1-2-1.1 of the Illinois Municipal Code, 65 ILCS 5/1-2-1.1.

**2-82-195 Violation of Ordinance; Penalty.**

Any employee or appointed officer of the City who violates any provision of this Ordinance shall be subject to discipline, including, but not limited to, discharge, in addition to any other penalty provided in this Ordinance.

*Roderick Sawyer*

Alderman Roderick Sawyer  
6<sup>th</sup> Ward

*[Signature]*

*Harry Osterman*

Alderman Harry Osterman  
48<sup>th</sup> Ward

*W Hadden 49th*

*James Appleman 46*

*[Signature] 17*

*[Signature] 16*

*[Signature] 50*

*[Signature] 8th*

*[Signature]*

*Samuel J. La Porta, 1st*

*Carrie M. Austin 34*

*N. and Scott 24*

*Robert H. [Signature] 26*

*[Signature] 21*

*[Signature] 47*

*[Signature] 35*

*Pat Howell 38*

*[Signature] 4*

*Walter [Signature] 27th*

*Geneva [Signature] 37*

*Subbalegnapad*

*[Signature] Austin 5th*

*William (22)*

Samuel Johnson 106

Demetrius

Richard

John

12th

36th