


CHICAGO POLICE DEPARTMENT



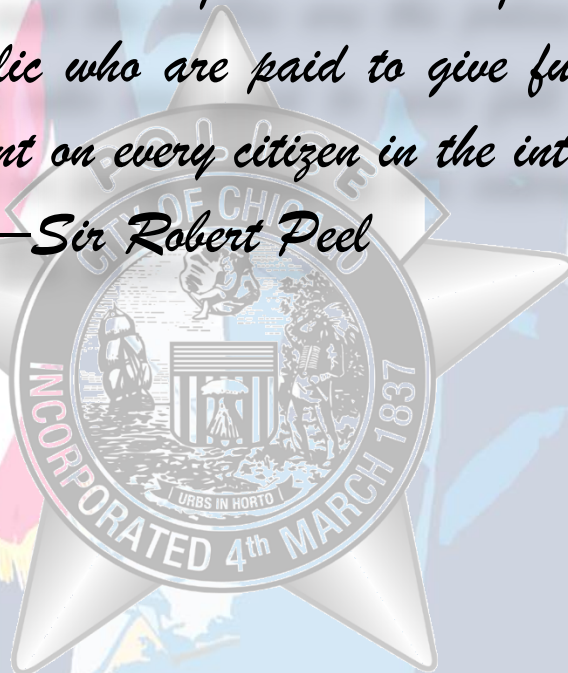
Annual Report

Brandon Johnson, Mayor
Fred L. Waller, Interim Superintendent

2022



"The police are the public and the public are the police; the police being only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interests of community welfare and existence." — Sir Robert Peel





PREFACE

This annual report describes the activities and efforts of CPD in 2022. A number of these efforts reflect CPD's continuing commitment to sustained and tangible reforms, as it strategically transforms the department in line with the agreement between the City of Chicago and the Illinois Office of the Attorney General – better known as the consent decree.

What is the consent decree?

The consent decree is a federal court order that establishes an enforceable plan for sustainable reform of the Chicago Police Department and other City agencies. A federal judge oversees the police department's compliance with the consent decree and holds the department and the city accountable for satisfying the consent decree's requirements. An Independent Monitor has been assigned by the federal court to assess CPD's and the City of Chicago's progress in meeting the consent decree's requirements.

What does the consent decree require?

The goal of the consent decree is to ensure CPD performs constitutional and effective policing that respects the rights of all people in Chicago, keeps both community members and officers safe, and restores and builds the community's trust in the Department. The consent decree requires the Chicago Police Department and the City of Chicago to reform training, policies, and practices in a number of important areas, including:

- Community Policing
- Impartial Policing
- Crisis Intervention
- Use of Force
- Recruitment, Hiring, and Promotion
- Training
- Supervision
- Officer Wellness and Support
- Accountability and Transparency
- Data Collection, Analysis, and Management

What progress has CPD made?

Twice a year, the Independent Monitor issues a report (Independent Monitoring Report or "IMR") that assesses the activities of CPD and the progress CPD has made to implement the consent decree requirements. These reports are available at the Independent Monitoring Team's website located at: <https://cpdmonitoringteam.com/>.

To see a visualization of the Department's progress in implementing the requirements of the consent decree, please visit CPD's Consent Decree Compliance Dashboard at: <https://home.chicagopolice.org/statistics-data/data-dashboards/consent-decree-compliance-dashboard/>.

Additionally, CPD also issues a report on its major activities within that same time period. To read these CPD Status Reports or find out other information about the consent decree, CPD's reform efforts, or other



community outreach, please visit the Chicago Police Department's Reform page at: <https://home.chicagopolice.org/transform/>.

As a reminder, this report is a summary of CPD activities and related incidents from 2022. Any data contained herein are accurate as of March 3, 2023 unless otherwise noted. Previous CPD Annual reports can be found on the Chicago Police Department website: <https://home.chicagopolice.org/statistics-data/statistical-reports/annual-reports/>.





TABLE OF CONTENTS

IN REMEMBRANCE

- GUIDING PRINCIPLES 1
- INTERIM SUPERINTENDENT’S MESSAGE 2
- EXECUTIVE SUMMARY 3
- COMMUNITY FEEDBACK ON CPD ANNUAL REPORTS 13
- ORGANIZATION FOR COMMAND 14
- DEPARTMENT SUCCESSES AND HIGHLIGHTS 27
 - Community Trust 28
 - Recruitment, Retention, and Staffing 34
 - Recruitment and Retention Unit 34
 - Total Sworn Department Members, New Hires, and Separations (2022) 39
- OFFICER WELLNESS 43
 - Professional Counseling Division 44
- DEPARTMENT TRAINING 49
 - Training Overview 50
- OFFICER SUPPORT SYSTEM 69
 - Officer Support Unit 70
 - Chicago Police Memorial Foundation 71
- OPERATIONAL EXCELLENCE 72
 - Crisis Intervention Team (CIT) 73
 - CPD Emergency Medical Care 76
 - Accountability—Bureau of Internal Affairs (BIA) 77
- COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA) 82
- PUBLIC SAFETY 83
 - Bureau of Patrol (BOP) 84
 - Bureau of Detectives (BOD) 89
 - Bureau of Counterterrorism (BCT) 91

CHICAGO POLICE DEPARTMENT





Strategic Decision Support Center	94
Crime Prevention and Information Center	95
CRIME AND ACTIVITY DATA	96
2022 Calls for Service	96
2022 Calls for Service— <i>Yearly Comparison</i>	97
Introduction to Index Crimes (Violent and Property Crimes Described)	98
Index Crime Overview	100
Index Crime Detail.....	101
Victim Demographics—Violent Crime Index	102
Victim Resources.....	109
Criminal Homicide (Murder) by District of Occurrence	110
Criminal Homicide (Murder)—Supplemental Information.....	111
Shooting Incidents by Day of the Week.....	113
Shooting Incidents by Location.....	114
Shooting Incidents by District of Occurrence	115
Shooting Victims by District of Occurrence	116
Shooting Incidents by Hour of the Day	117
Mass Shootings by District of Occurrence	118
Vehicular Hijacking Incidents by District of Occurrence	119
Vehicular Hijacking Incidents by Month	120
Vehicular Hijacking Arrests by District of Arrest.....	121
Vehicular Hijacking Arrests—Juveniles vs. Adults	122
BIAS-RELATED OFFENSES	124
Index Crime Clearances.....	129
ARREST DATA	130
Arrests by Offense Classification	136
Guns Recovered by District of Recovery.....	137
Weapons Recovered as Found Property and Weapon Turn-ins.....	138
Search Warrants.....	139
Investigatory Stops.....	143
Investigatory Stops by Initiating District.....	143
Investigatory Stops by Initiating Unit.....	144
Investigatory Stops by Subject Race/Ethnicity.....	145



Investigatory Stops by Subject Sex	146
CTA-Related Incidents and Arrests	147
FOOT PURSUITS, FIREARM POINTINGS, AND USE OF FORCE	150
Foot Pursuits	150
Firearm Pointing Incidents.....	151
Use of Force	152
Background	152
Use of Force Incident Documentation.....	152
Data Overview.....	156
Department Review of Use of Force.....	158
District-Level Review and Investigation.....	158
Tactical Review and Evaluation Division	161
Background	161
Tactical Review and Evaluation Division After-Action Reviews—Use of Force	161
Tactical Review and Evaluation Division After-Action Reviews—Firearm Pointing Incidents	164
Looking Ahead—New Incident Debriefing Report.....	165
Level 3 / Deadly Force Incidents—Review and Investigation	165
Investigative Response Team.....	165
Department After-Action Reviews of Level 3 Incidents.....	166
Civilian Office of Police Accountability (COPA) Investigations of Officer-Involved Shootings.....	167
Officers Shot / Shot At	167
Supportive Training.....	167
2022 Use of Force Analysis and Future Initiatives	168
Leveraging Data for Organizational Improvement	168
Important Initiatives	175
Analysis Summary	177
Vehicle Pursuits and Eluding.....	178
APPENDIX I: DISTRICT INDEX CRIME	185
APPENDIX II: COMMUNITY POPULATION BY DISTRICT	196
COMMUNITY FEEDBACK REMINDER.....	197

IN REMEMBRANCE



Police Officer James R. Svec, #16713
End of Watch: 08 Dec 2021
Cause: COVID-19



Police Officer Jose M. Huerta, #13611
End of Watch: 23 Dec 2021
Cause: COVID-19



Detective Joseph A. Tripoli, #20571
End of Watch: 08 Dec 2021
Cause: COVID-19





GUIDING PRINCIPLES





INTERIM SUPERINTENDENT'S MESSAGE

Dear Chicagoans,

The Chicago Police Department's most important priority is to protect the people of Chicago and build trust within every community we serve. During 2022, our dedicated sworn and civilian members worked to uphold these priorities so that we can make our department and city stronger. This 2022 Annual Report provides insight and greater transparency into these efforts.

Throughout 2022, our hardworking officers worked to address crime patterns and trends that emerged. As our officers responded to and worked to prevent these crimes on the ground, our detectives leveraged technology to strengthen investigations and hold the people responsible accountable.

Following the pandemic and the difficulties of meeting with community members in person, it was important for the department to rebuild and maintain trust with our residents. During 2022, CPD worked to bolster community engagement as the city returned to pre-pandemic norms. We also built community voices into policy creation and development so that those who are affected by our policies are reflected in them.

As our Department continues on its journey to transformational change, we are frequently reviewing and implementing policies and practices to best support the people of this city, including our police officers who sacrifice so much of themselves while doing this job. Last year, we made strides toward strengthening the resources available to the men and women who protect this city. As we move forward, we will continue to protect the wellness of our officers as they protect Chicago.

Together, all of us will make Chicago safer for every single person, family, and child.

Sincerely,

Fred L. Waller
Interim Superintendent of Police





EXECUTIVE SUMMARY

The mission of the Chicago Police Department (CPD) is to serve our communities and protect the lives, rights, and property of all people in Chicago. At the center of this mission are the people who make up our many diverse communities and those who visit our city every day. The 2022 CPD Annual Report aims to offer readers an inside view of CPD and its ongoing efforts to achieve a vision that all people in Chicago are safe, supported, and proud of the Chicago Police Department.

The Chicago Police Department has experienced many successes in 2022. It has also faced significant challenges. These successes, and the solutions to our challenges, come from Chicago's most important resource, its people. Members of the community continue to get involved in new and meaningful ways that make the department and the city a better place. Chicago police officers have worked tirelessly in 2022 to improve safety and enhance trust within their communities. These collective efforts are appreciated by the department and communities alike. CPD continues to develop policy, training, and constructive accountability systems that will help the department move forward in all of its reform efforts and consistently improve as an organization. Although it is a process that continues to take time, it is essential to Chicago's long-term success.

This report provides important updates related to community trust, professional development and officer wellness, operational excellence, and public safety. There is a large amount of information provided in this report. Therefore, it is presented in three increasing levels of detail. First is this executive summary, which provides a broad overview of challenges and successes in 2022. Following the executive summary, this report provides more detailed information on 2022 activities and data, as outlined in the table of contents. Clicking on an item within the table of contents will take the reader directly to that section. Finally, within each section, this report provides links to even more detailed information and source documents, where appropriate. If the reader has a special interest in a particular topic, these links will direct the reader to that information.

COMMUNITY TRUST

As one of the world's largest cities, Chicago encompasses a variety of communities, each with its own distinctive culture, lifestyle, customs, and challenges. The cosmopolitan nature of the city is further manifested by the diverse ethnic and sociological background of its people, a people who also share a common need for protection and services through objective and impartial law enforcement.

One particular challenge faced by many of our communities throughout the year was the fact the City of Chicago experienced an 86% increase in reported hate crime incidents in 2022 (203 reported) when compared to 2021 (109 reported). This is a trend experienced across the United States. Although agencies and organizations are still exploring what is driving this increase, CPD believes it may be a combination of an increase in hate crimes, communities feeling more empowered to report hate crimes, and a better understanding by CPD officers of what constitutes a hate crime and how to document it. CPD launched an important hate crime training in 2022 for all department members that featured real victims of hate crimes. This training served to help department members in both their professional response to hate crimes and their documentation of them. CPD's Civil Rights Unit also made significant efforts throughout the year to engage with community groups and partner organizations with a strong interest in combatting hate crimes. This is important work that sends a clear message to Chicago's many diverse communities



that hate crimes will not be tolerated in our community, and there is a network of individuals and organizations standing ready to support them.

Another significant challenge CPD continued to face in 2022 was improving community trust, especially in disenfranchised communities. This has been and continues to be a challenge for law enforcement agencies across the country. In 2022, CPD began the process of developing a *Racial Equity Plan*. Priorities of this plan include the following: developing ways for all Chicagoans to have meaningful opportunities to influence policies and initiatives; improving how the department reflects the demographics of the city and connecting all department members with training and advancement opportunities; and for all Chicagoans to be safe and have trusting relationships with CPD. Although much of the work with this plan is still in its infancy stage, there is important work that has already begun and is described in this report.

For example, to give communities a voice in CPD, the department developed important policies on community partnerships and engagement. This includes a groundbreaking pilot program on engaging communities during the process of developing CPD policies. CPD is committed to learning from our many diverse communities and those with lived experiences as the department develops policies that guide officers in their day-to-day responsibilities.

As these policies were being developed, CPD continued to engage with community members in a variety of ways, including through District Advisory Committees, Beat Meetings, Youth Advisory Councils, the Neighborhood Policing Initiative, and countless events held throughout the year, hosted by both individual districts and the Office of Community Policing.

In 2022, CPD documented over 23,000 community engagements, which are outlined in this report. Police officers, community members, and other neighborhood stakeholders must all work together to make our communities safer. No one stands alone; each of us has a role to play in improving the quality of life in our communities.

PROFESSIONAL DEVELOPMENT

Recruitment and Hiring

The department is committed to the recruitment, hiring, training, and professional development of qualified, diverse individuals to serve our communities as Chicago Police Officers. In 2022, the department completed the process of hiring 956 new police officers. Simultaneously, CPD offered remote examinations as well as five separate in-person examination periods. CPD's Recruitment and Retention Unit held several recruitment events at fourteen universities, eight military bases, and seven expos across Illinois and the country. This is in addition to continued partnerships with local community organizations, including a successful campaign to connect with one hundred churches throughout Chicago's many communities. Finally, CPD partnered with Olive-Harvey College to develop a one-year criminal justice cohort called *Path to Policing* to attract qualified candidates and help them prepare for the entry-level written examination, physical fitness test, and current trends facing law enforcement. The first cohort of twenty-eight students began this program in the fall semester of 2022 and is scheduled to graduate in the summer of 2023.

Despite successful efforts resulting in the hiring of 956 new candidates, CPD lost 1,006 department members, including to retirement and resignation. This resulted in a slight net loss in sworn staffing. Although hiring is trending back upward, retention continued to be a challenge for CPD in 2022, as it was



for many law enforcement agencies across the country. However, CPD now has a Recruitment and Retention Unit dedicated solely to addressing these challenges in new and innovative ways.

Officer Wellness

Another significant challenge facing CPD in 2022 continued to be officer wellness and suicide. With the support of both internal and external partners, CPD has worked to normalize internal conversations around mental health. Police officers, and Chicago Police Officers in particular, are especially susceptible to the effects of trauma due to the nature of police work. This can take a toll and may result in anxiety, depression, or post-traumatic stress disorder. Without proper support or tools to build resilience, this trauma can become overwhelming. CPD's Professional Counseling Division (PCD) continued to offer many services in 2022, including clinical therapy, support from the Police Chaplain's Ministry, substance-abuse counseling services, the Traumatic Incident Stress Management Program, the Peer Support Program, and other suicide prevention initiatives. In 2022, PCD offered several optional officer wellness events, including two open houses, a "Blue Mass" for police officers, and a documentary viewing and discussion panel on *Lift the Mask: First Responders Sound the Alarm*. Finally, CPD began working to secure two new office locations for PCD in 2022, which would bring the total number of office locations to three. Most importantly, these new office locations will enable PCD to provide more accessible clinical services by reducing travel time for officers that live and work in those areas. CPD understands that healthy officers are better equipped to serve their communities effectively.

Training

Training is the foundation for investing in CPD's most valuable resource, its people. A solid foundation of recruit training is important for equipping new police officers with the skills, knowledge, and values to police fairly, safely, and effectively, while following the law, policy, best practices, and community expectations. The Training Division coordinates and provides training for all newly hired probationary officers, as well as veteran officers who have finished their probation. In 2022, the Training Division also provided at least 40 hours of in-service training to its veteran officers. Courses included the following: De-escalation, Response to Resistance, and Use of Force; Crisis Intervention (i.e., mental health crisis response); Gender-based Violence (e.g., sexual assault, stalking, and domestic violence); and Active Bystandership for Law Enforcement (i.e., peer intervention and officer wellness). In 2022, the Training Division collaborated with the Training Community Advisory Committee on the review, development, and delivery of department training. This collaboration has been extremely valuable because it provides an avenue to incorporate community perspective into department training.

These in-service trainings were in addition to various eLearning programs, including Foot Pursuits; Positive Community Interaction Program; First Amendment Rights; Accountability; and Crime Victim and Witness Assistance. Finally, the Training Division provided promotional training to 299 sergeants, 95 lieutenants, 63 captains, and 18 exempt-level command staff members to help prepare these individuals for their new supervisory positions. CPD continues to strive to create a culture of learning and improvement, and the department's various training programs are central to this effort.



OPERATIONAL EXCELLENCE

Officer Support System

The department's Officer Support Unit (OSU) is responsible for administering the department's performance management programs, which include the Personnel Concerns Program, the Behavioral Intervention System, and the Non-Disciplinary Intervention System. They also manage the department's Fitness for Duty program for officers attempting to return to duty after various medical or psychological leaves. OSU is also charged with running the department's next-generation early-intervention initiative—the Officer Support System (OSS). This system utilizes an advanced algorithm (developed by data scientists from the University of Chicago Crime Lab) to analyze department data and identify members who are at a statistically increased risk of becoming involved in future adverse events (e.g., excessive force, suspension, off-duty complaint, or a domestic or substance abuse event). OSS launched in 2020 in the 5th District, and in 2022, OSU worked to further refine the program in preparation for expanding it to the 6th district in 2023.

Crisis Intervention Team

CPD's Crisis Intervention Team (CIT) is essential to the department's efforts to prioritize the sanctity of life and enhance its response to community encounters, including those involving a mental health crisis. To receive CIT designation as a CPD officer, a member must complete a forty-hour certification course. As of January 2023, CPD had a total of 3,682 trained CIT officers, accounting for 32% of the department's workforce. In 2022, CPD responded to a total of 61,680 calls for service involving a possible mental health crisis. CIT-trained officers responded to 60% of these calls for service in 2022. The ultimate goal is to raise this to a 75% response rate.

Another function of CIT is the District, Operations, and Community Support (DOCS) program, which aims to reduce the frequency and severity of service calls involving a mental health crisis. DOCS teams accomplish this by following up with district officers, individuals who were in crisis, and family members of persons in crisis to assist with referrals and connecting them with resources. This is done by reviewing CIT-related reports written by department members. In 2022, there were 8,444 such reports generated.

DOCS team members also help coordinate the department's Narcotics Arrest Diversion Program, which seeks to divert individuals in need of treatment away from the criminal justice system. In 2022, there were 401 diversions.

Additionally, DOCS oversees the Opioid Overdose Reversal (Naloxone) Pilot program which equips police officers with Naloxone nasal spray to counteract the effects of opioid drugs (e.g., heroin and fentanyl). CPD officers administered this nasal spray 51 times in 2022 bringing the total to 345 uses since the program began in the summer of 2018.

Finally, DOCS team members oversee the Crisis Assistance Response and Engagement (CARE) Team pilot program. A CPD CIT-trained officer is embedded with a Chicago Fire Department Paramedic and a Chicago Department of Public Health licensed clinician. Together, they provide assessment, care, and referrals to those in crisis. In 2022, this program expanded to include an alternative response team without a CPD officer in parts of the 7th and 8th Districts, with plans to expand in 2023.



Investigatory Stops

Investigatory stops are defined as the temporary detention and questioning of a person in the vicinity where the person was stopped based on reasonable articulable suspicion that the person is committing, is about to commit, or has committed a criminal offense. The suspect may be detained only for the length of time necessary to confirm or dispel the suspicion of criminal activity. When the member reasonably believes the person is armed and dangerous or presents a danger of attack, the member may perform a pat-down. Both a stop and a pat-down require independent justification, and the member must complete an Investigatory Stop Report to document both the member's and the person's actions.

In 2022, there were a total of 69,041 investigatory stops reported by CPD members, up 1% from the previous year. CPD continued to evaluate its investigatory stop policy in 2022, with changes to both the policy and reporting mechanisms likely being drafted sometime in 2023. Moreover, in 2022, CPD's Training Division developed a course on Constitutional policing. The emphasis of this training will be on the Fourth Amendment (i.e., search and seizure) law and policy, which dictate CPD's use of investigatory stops. The goal is for 95% of sworn department members to complete this training by the end of 2023.

Use of Force

CPD has a robust system in place for documenting, reviewing, investigating, and tracking use of force incidents. Officers are required to fill out a use of force report called the "Tactical Response Report," which is reviewed by a supervisor and then investigated by a lieutenant or higher-ranking member. Following the investigation, the Tactical Review and Evaluation Division (discussed below) may review the incident. The Civilian Office of Police Accountability is responsible for investigating any allegations of excessive force, as well as any deadly force incident.

CPD officers reported a total of 3,652 use-of-force occurrences in 2022, 10% (337) more than the previous year. However, over the past five years, there has been an overall 22% decrease in use of force occurrences (compare to 4,691 occurrences in 2018). In 2022, 63% of occurrences were Level 1 (low level) uses of force involving no injury to the person or complaint of injury. Thirty-six percent involved a member using a weapon (other than a firearm or other deadly force) or resulted in the person getting injured or complaining of injury. The remaining 1% (48) were Level 3 uses of force (deadly force, or force resulting in a hospital admission). Of the 3,652 total uses of force and 48 Level 3 uses of force, two resulted in a fatality.

After 2022, the department worked to enhance how it can leverage use of force data to improve not only policy but also training. Data can provide valuable insight into patterns and trends, which CPD, in turn, can use to make decisions and develop action plans. Highlights from this analysis include:

1. Over half of use-of-force occurrences in 2022 (53%) involved department members with one to five years of service, even though they only make up 24% of the work force. Officers with six to ten years accounted for 19% of use of force while making up 15% of the work force. This reinforces the importance of effective use of force training for recruits and newer officers.
2. Handcuffing is one of the most basic, yet important skills an officer develops. It is involved in virtually every use of force incident and, if done improperly, can escalate an incident to the point higher levels of force are required. CPD is developing ways of enhancing these skills in future training.



3. Based on an analysis of the encounters that occur during use-of-force incidents (including the person's actions and member's response), verbal direction is the most common and important de-escalation tactic for police officers. CPD is working on improving training on verbal direction as well as prioritizing it as an evaluation point during scenario-based training. This includes training role players to respond in a way that reinforces this training to officers during scenarios.
4. Constitutional policing is crucial to minimizing the amount and types of force required to bring an incident under control. CPD is introducing new training on the Fourth Amendment and investigatory stops that is vital to the department's emphasis on constitutional policing as a way of building trust in communities and encouraging voluntary compliance. The department also continues to focus on peer intervention for both constitutional policing and officer wellness.

Since 2017, CPD has developed improved policies, a new use of force reporting system, advanced review processes, and improved data collection and analysis. CPD is constantly evolving and improving in these endeavors to engage in best practices and effectively respond to evolving community expectations.

Firearm Pointing Incidents

Whenever a CPD officer points their firearm at a person to detain them, the officer must report a firearm-pointing incident to the dispatcher. A firearm pointing incident record is then automatically created within the CPD records system, and the record is forwarded to the Tactical Review and Evaluation Division for review. In 2022, there were a total of 2,925 firearm-pointing incidents involving 3,584 individual firearm pointings (up 14% and 19%, respectively, compared to 2021).

Foot Pursuits

CPD developed and launched a new foot pursuit application in 2022. This application is designed to document foot pursuits and collect data in ways that are unprecedented in U.S. law enforcement. In addition to collecting basic incident-level information, the new foot pursuit report captures detailed data such as member role (i.e., initiated or assisted); the reason for pursuit (i.e., reasonable suspicion or probable cause); initial suspected crime, including the specific criminal code; pursuit conclusion (i.e., detained person or discontinued), and reason for discontinuing, if applicable. In addition, a supervising CPD sergeant must document their review of all foot pursuits, and the watch operations lieutenant must document their review of foot pursuits that result in an arrest or use of force. The Tactical Review and Evaluation Division will begin utilizing this application to review all foot pursuits beginning in 2023.

Tactical Review and Evaluation Division

The Tactical Review and Evaluation Division (TRED) started as the Force Review Division in 2018. Currently, TRED conducts after-action reviews of use-of-force incidents, firearm-pointing incidents, and foot pursuits. Trained review officers review these incidents to identify areas for improvement or even exemplary conduct. TRED uses these reviews for both individual and department-wide recommendations. The purpose of these recommendations is to improve individual performance or department-wide policy or training. TRED is at the forefront of the department's reform efforts to create constructive feedback loops and enhance accountability. In 2022, the Tactical Review and Evaluation Division reviewed a total of 2,575 uses of force, resulting in 1,034 training advisements or recommendations. They also reviewed



2,982 firearm pointings, resulting in 1,023 training recommendations. Combined, this was 5,557 reviews resulting in a total of 2,057 advisements or recommendations meant to help CPD improve daily.

Through their daily reviews since 2018, TRED has observed multiple trends which have resulted in operational changes to policy or training. Examples include body-worn camera compliance, description of de-escalation, Taser safety, Taser documentation, safety tactics, and documentation of injuries or complaints of injury.

One of the biggest challenges for TRED has been efficiently managing the review of incidents under their purview and the data from those reviews, because the department utilizes separate reporting systems for uses of force, firearm pointing incidents, and foot pursuits. To devise solutions to this challenge, TRED worked with the Field Technology and Innovation Section, the Research and Development Division, and CPD's external technology partner to devise an Incident Debriefing Report application that can be used to review incidents as a whole and collect data for those incidents. This application will eliminate the need to have separate applications for reviews and data collection related to different types of incidents. This application was completed and beta-tested in late 2022 and is scheduled to launch in 2023.

CPD Emergency Medical Care

The department's highest priority is the sanctity and preservation of human life. As such, CPD provides officers with Law Enforcement Medical and Rescue Training (LEMART). This hands-on, scenario-based training provides department members with tools and skills to potentially stabilize a person until emergency medical personnel are available to provide more advanced care. This includes training on direct pressure bandaging, the application of tourniquets, the use of chest seals, utilization of QuickClot gauze, and recovery positioning. In 2022, CPD documented 70 potentially life-saving tourniquet applications by its members.

Search Warrants

Search warrants are court orders approved and signed by a judge giving officers the lawful authority to enter a location and search for evidence of a crime. This may include residential search warrants that are served at a location where occupants might be present (e.g., house or apartment), or an electronic or evidentiary search warrant (e.g., cell phone or computer search or a DNA buccal swab).

In 2022, CPD served 183 residential search warrants, accounting for 11% of all search warrants. Of these residential search warrants, 91% were associated with evidence being recovered, 40% resulted in gun recoveries, and 44% resulted in an associated on-scene arrest.

Community trust as it relates to residential search warrants has been a significant challenge for the department. For this reason, CPD conducted several community engagements in 2022 focused on this issue. Themes that resulted from these engagements included department accountability, documentation, protection of vulnerable persons, an acknowledgment that residential search warrants can be traumatic, and the need for follow-up support services and improved data collection. In response, CPD developed a pilot program to refer individuals on-scene of a search warrant (who were not the target of the warrant) for counseling services, as well as to arrange for services to re-secure a residence that has been damaged during service of the search warrant. This pilot program commenced at the start of 2023. CPD also developed and publicly posted a new draft policy addressing additional concerns voiced by community members, as well as plans to develop a new four-part electronic application that manages and



collects data on the following: 1) search warrant development; 2) a risk assessment of search warrant service; 3) search warrant pre-service planning; and 4) search warrant post-service documentation and data collection. Plans were underway at the end of 2022 to revamp search warrant review procedures and documentation. Community input on this issue has been extremely valuable, and CPD looks forward to further dialogue in 2023.

Vehicle Pursuits and Eluding Incidents

In 2022, there were 304 vehicle pursuits and 1,723 eluding incidents (i.e., incidents in which the vehicle failed to stop, and the department member did *not* engage in a vehicle pursuit), meaning, there were 2,027 documented incidents in which drivers refused to stop for department members. Due to the inherently dangerous nature of vehicle pursuits, CPD takes these events extremely seriously and has created a formal review process for these types of incidents. The Traffic Review Board (TRB) is responsible for reviewing motor vehicle pursuits and crashes involving significant property damage or serious personal injury, as well as pursuits lasting more than three minutes or that cross district or jurisdictional boundary lines. District supervisors review the others. TRB or district supervisors reviewed 287 pursuits in 2022, 84 of which resulted in a determination that a department member was not in compliance with at least one provision of the pursuit policy. To address safety concerns and improve department members' skills, CPD has developed the *Emergency Vehicle Operations Course* to help members make sound decisions that are consistent with department policies when deciding whether to engage in or continue a vehicle pursuit. This course is scheduled to commence in 2023.

Bureau of Internal Affairs

The Bureau of Internal Affairs (BIA) is committed to conducting complete and thorough investigations into allegations of misconduct against department members. By the end of 2022, CPD finalized a total of 15 new or revised accountability policies related to CPD's complaint and disciplinary system and investigations. CPD also introduced a new Community—Police Mediation Pilot Program which involves community and department members voluntarily participating in a face-to-face discussion of the allegation of misconduct and arriving at a mutually agreeable resolution. This is done with the assistance of a third-party mediator, and there are eligibility criteria to participate in the program. BIA is in the process of revising its onboard training for both BIA investigators and district accountability sergeants from a three-day program to a five-day program. In addition, BIA and the Training and Support Group finalized an eLearning for all department members on the complaint and investigation process, utilizing the fifteen new or revised accountability policies.

Commission on Accreditation for Law Enforcement Agencies (CALEA)

The Commission on Accreditation for Law Enforcement Agencies (CALEA) is a credentialing authority that recognizes law enforcement agencies that demonstrate compliance with established law enforcement and training standards. Only 4% of U.S. law enforcement agencies (and 5% in Illinois) have attained CALEA accreditation. In 2022, CPD was again re-certified in both advanced law enforcement and training accreditation through 2026, maintaining CPD as the largest fully CALEA-accredited agency in the world. Since the U.S. Department of Justice (DOJ) has made independent body accreditation a condition for eligibility to receive federal grant funding, in 2022 CPD was awarded \$14.1 million in U.S. DOJ discretionary and formula grant funds.



PUBLIC SAFETY

Bureau of Patrol

The Bureau of Patrol (BOP) is responsible for general field operations. BOP is the backbone of CPD, serving the many diverse communities of Chicago 24 hours a day, 365 days a year. BOP's importance in community safety and enhancing public trust cannot be overstated. One of the most important initiatives BOP is undertaking to improve safety and enhance trust is the *Unity of Command and Span of Control Pilot Program*. Unity of command is defined as police officers being regularly assigned to a specific sergeant. The span of control is the ratio of police officers to sergeants assigned to field duties. CPD is working to keep the number of officers to no more than ten, including a sergeant. The expected benefits are enhanced accountability and improved community-police relationships because officers are consistently in the same areas and working for the same supervisors under more manageable conditions. This also means that the same officers are consistently visible within the communities they serve.

One of the most significant crime trends that has faced BOP in recent years is vehicle and catalytic converter thefts. To combat thefts, CPD has worked with the Office of Emergency Management and Communications, the Community Safety Coordination Center, and the Cook County Sheriff's Office, along with vehicle manufacturers and insurance companies, to obtain steering wheel locks at low or no cost to vehicle owners. This partnership also worked to enlist residents to sign up for the county's tracked vehicle partnership program, which solicits permission to track vehicles if they are stolen. Participants receive a reflective sticker to place on the vehicle window to deter would-be thieves. The department also procured thousands of "etching kits," which are utilized to etch a unique identifying number on to a catalytic converter. If the catalytic converter is stolen, it can then be traced back to the owner. Districts plan to host vehicle safety days in 2023, which will be posted to each district's social media page. Members of the public are highly encouraged to visit their district's home page by going to <https://home.chicagopolice.org/about/police-districts/>.

Bureau of Detectives

The Bureau of Detectives (BOD) is responsible for the prevention, detection, and investigation of crime, and they do so by supporting the body of work performed by department members assigned to the Bureau of Patrol. In 2022, BOD promoted approximately 300 new detectives, one of the largest promotional pools in recent years. BOD also administered a new detective examination, which will create a new promotional list starting in 2023.

In May 2022, BOD launched a new video series called CPD Cold Case, which highlights unsolved homicide and missing-person cases ranging from a few years to decades old. Each episode focuses on different cases to generate community tips. Many of the families featured in these videos have had to grieve the loss of a loved one while carrying the additional burden of knowing the person responsible is still out there. CPD, and BOD specifically, is committed to helping bring some measure of closure to these families, however long it takes.

Bureau of Counterterrorism

The Bureau of Counterterrorism (BCT) focuses on five mission areas of emergency preparedness: prevention, protection, mitigation, response, and recovery. The bureau initiates and conducts investigations of certain types of criminal networks and provides information and investigative assistance



to all units of the department and outside agencies, as well as participates in various federal and state task forces.

In 2022, BCT units conducted over 1,800 investigations, made over 950 arrests, recovered over 1,200 weapons, and seized over 4,300 kilograms (over 9,480 pounds) of narcotics with an estimated street value of over \$318 million. This work was essential to curbing violence in Chicago associated with illegal weapons and narcotics.

Crime and Arrest Trends

Overall, crime in Chicago went up 30% in 2022 with property crime driving this increase (violent crime was up 1% and property crime was up 44%). Despite this overall increase, murders were down 13% (compare 699 in 2022 with 804 in 2021). This was driven by a 20% reduction in shooting incidents (2,829 in 2022) and a 17% reduction in mass shooting incidents (123 in 2022).

In 2021, vehicular hijackings were a significant challenge citywide. The department devoted resources to solving and preventing these crimes in 2022 and, overall, there was a 10% reduction in vehicular hijackings. However, as vehicular hijackings were reduced, motor vehicle thefts rose significantly (102%) to 21,422 in 2022. This is likely because CPD focused on deterring vehicular hijackings because of the risk of injury to the victim (when compared to motor vehicle theft, where a person is not inside a vehicle). Repeat offenders likely switched from vehicular hijackings to motor vehicle thefts because it is a lower-risk crime (lower penalty crime and lower risk of getting caught). As always, CPD's various bureaus and divisions are working to adjust to these trends. For example, CPD is working with community members and stakeholders to secure different technologies such as GPS tracking and etching kits to help prevent these crimes and recover vehicles quickly when they are stolen.

Arrests were up approximately 8% in 2022 to 41,449. The most common crimes tied to 2022 arrests included arrest warrants (7,837), weapons crimes (6,197), and simple battery (5,190). Gun recoveries were up approximately 5% to 12,639. This was led by gun recoveries in the 5th, 6th, and 11th Districts.

As part of CPD's strategy to address crime trends, the department worked to identify those beats with the highest propensity for violence and crime. Additional resources were then allocated to those beats to prevent and reduce crime. However, resources are not meant solely for enforcement action. They are also meant to engage with community members in those areas to problem solve. In 2023, CPD will continue to take a more holistic approach to addressing crime trends in Chicago, in partnership with the community.

Note to Reader

The 2022 Annual Report describes CPD's work in many important areas throughout the year, as well as data related to department operations and crime. In reviewing this report, please keep in mind that behind all of the work and data are real people, including many members of our community and CPD. Many of these people work tirelessly every day to make Chicago a better place to live, work, learn, and play.





COMMUNITY FEEDBACK ON CPD ANNUAL REPORTS

In 2022, CPD published a public comment section on the department's annual reports page. This page also includes links to this annual report, the Annual Hate Crimes Report, the Annual Use of Force Report, and the Tactical Review and Evaluation Division reports.

This public comment section and links to the above reports can all be found by visiting <https://home.chicagopolice.org/statistics-data/statistical-reports/annual-reports/>. Members of the community are encouraged to comment at the bottom of the annual reports page within the following section:

Add your thoughts, comments and suggestions below

Your email address will not be published. Required fields are marked *

Comment

EXAMPLE

Name

Email



I'm not a robot



reCAPTCHA
Privacy - Terms

Post Comment

In 2022, CPD received only a handful of comments, and none had to do with specific modifications or additions to future annual reports. However, the department did receive a question about annual reports from 2011 to 2016. In response, the department is working on publishing a summary of data from these years. Once this project is completed, the data will be posted on the public site.

CPD would like to solicit more feedback on the 2022 annual reports ahead of the department's 2023 reports. Therefore, it will be working through the department's Office of Communications and Office of Community Policing to make the public more aware of CPD's annual reports and that CPD values feedback from the community. This feedback is important for ensuring the department meets community expectations for these reports. The department looks forward to sharing the results of efforts to solicit feedback in next year's report.

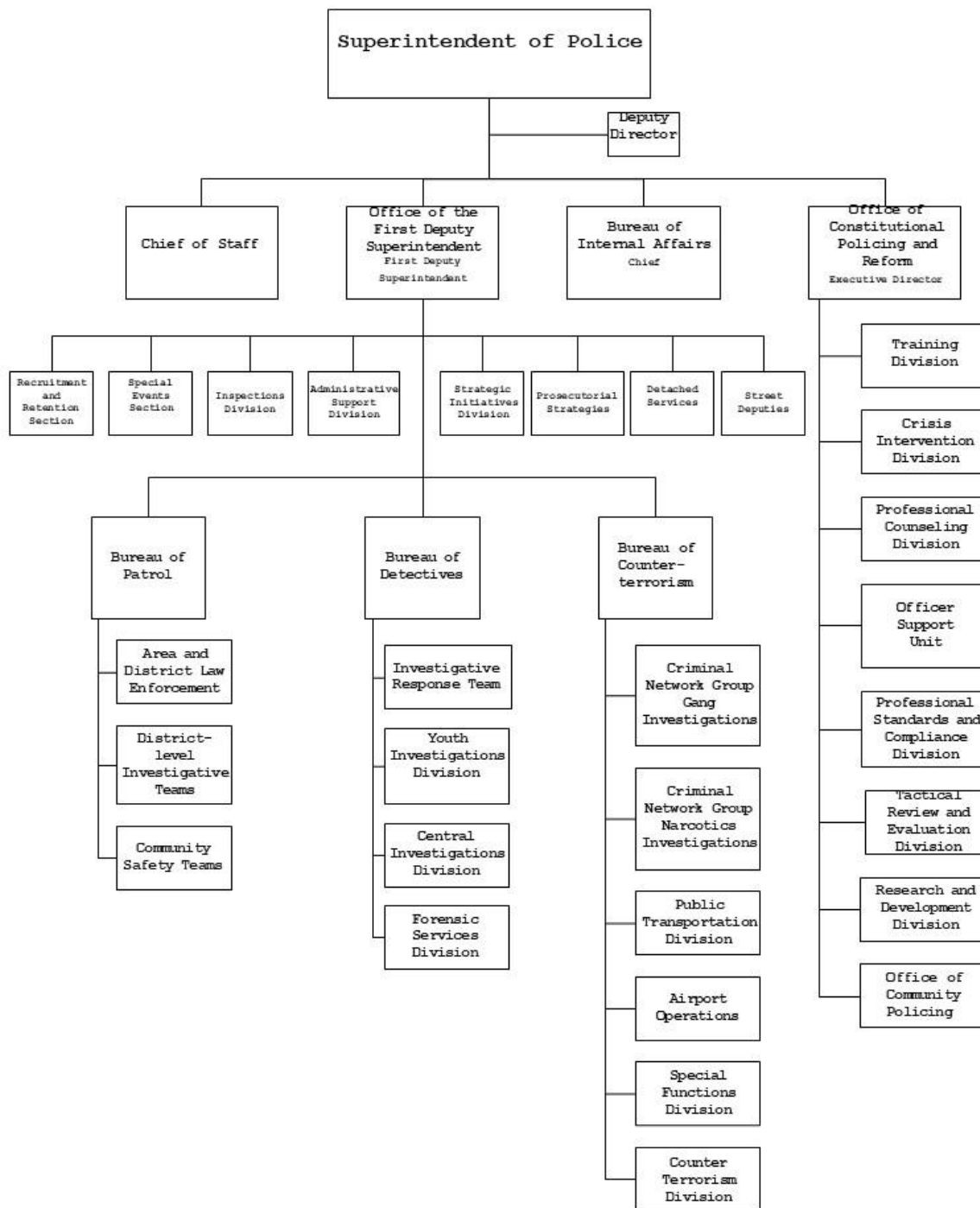
We want your feedback!

ORGANIZATION FOR COMMAND





ORGANIZATION FOR COMMAND





Chicago has the nation's second-largest police department, serving approximately 2.7 million residents in an area of 231.1 square miles. The Chicago Police Department (CPD) had 11,320 sworn members at the end of 2022.

The Superintendent administers the affairs of the Department. The Superintendent is responsible for the organization, promotion, and disciplinary action of all Department members. All policies, procedures, and notices issued for the Department are incumbent upon the Superintendent.

THE OFFICE OF THE SUPERINTENDENT

The Office of the Superintendent consists of the following bureaus and units:

The **Office of the Chief of Staff** is commanded by a chief who reports directly to the Superintendent. The chief of staff coordinates the timely implementation of policy that impacts the procedures, tactics, strategies, and doctrine of the Department; communicates with exempt members and others identified by the Superintendent to ensure the policies and directives of the Superintendent are being properly implemented; and performs other tasks as directed by the Superintendent. The division consists of the following:

- ★ The Legal Affairs Division is commanded by the general counsel who reports directly to the chief of staff. The division is staffed by members who are attorneys licensed to practice law in the State of Illinois. They respond to summonses, subpoenas, interrogatories, and discovery requests served on the Department and its members and perform other law-related tasks as directed by the chief of staff. The division also consists of the following:
 - The *Freedom of Information Act (FOIA) Unit* is responsible for processing citizen requests to examine or obtain copies of public records maintained by the Department consistent with the Illinois Freedom of Information Act and other applicable Illinois statutes.
 - The *Labor Relations Division* is responsible for departmental activities specifically related to the various labor agreements, such as administering the Department's grievance procedures; providing input to command and supervisory personnel to facilitate a uniform implementation of the agreements; coordinating departmental labor-relations activities with other governmental agencies; serving as the liaison between the Department and the bargaining agents; and providing input into the development of departmental directives and training programs to ensure they comply with labor agreements.
 - The *Intergovernmental Affairs / External Partnerships Division* serves as the Department's liaison for legislative issues including processing inquiries to and from the City Council, the Illinois General Assembly, and the United States Congress; and supporting legislative initiatives before the law- and rule-making bodies through the City of Chicago Department of Law and Intergovernmental Affairs Office.
- ★ The Communications Division is commanded by a director who reports directly to the chief of staff. The office serves as the liaison between the Department and the news media.
- ★ The Risk Management Unit serves to protect the Department, its members, and the City by identifying risks, analyzing them, and developing strategic planning methods to mitigate them.



The **Office of Community Policing (OCP)** is commanded by a deputy chief who reports directly to the Superintendent. The group communicates with all city departments, ensuring coordination of city services as they apply to the community-relations strategy and organizing community residents in furtherance of community-relations-related initiatives. The Office of Community Policing consists of the following sections:

- ★ The Special Activities Section is commanded by a commanding officer who reports directly to the Commander, Office of Community Policing, and coordinates the functions of the School Visitation Unit, which coordinates school-based programs; the Hate Crimes and Civil Rights Unit, which is responsible for the investigation of reported hate crimes; and the Honor Guard Team.
- ★ The OCP Consent Decree Implementation Division implements the requirements of the consent decree pertaining to community policing activity across the Department.
- ★ The Community Relations Section is tasked with utilizing City services as well as community-based resources to implement a more cohesive partnership between the department and the communities it serves. The section is comprised of area coordinators, community organizers, youth service coordinators, and information services coordinators.

The **Bureau of Internal Affairs (BIA)** coordinates and supervises disciplinary matters involving alleged or suspected violations of statutes, ordinances, and department rules and directives; coordinates the assignment of complaint register investigations and serves as a repository for all Department records of complaint register investigations; conducts overt and covert field investigations; and is responsible for detecting corrupt practices involving department members. This bureau also coordinates with the Civilian Office of Police Accountability on disciplinary matters that affect members and ensures the consistent administration of bargaining agreement rights for members represented by existing labor agreements. The bureau consists of the following divisions:

- ★ The Investigations Division conducts investigations consistent with the mission of the bureau. The division consists of the General Investigations Section, Special Investigations Section, and Case Management Office.
- ★ The Confidential Investigations Division conducts investigations that can be long-term, covert in nature, and involve allegations of Department members' involvement in criminal activity.

OFFICE OF THE FIRST DEPUTY SUPERINTENDENT

The Office of the First Deputy Superintendent is commanded by the First Deputy Superintendent, who reports directly to the Superintendent of Police. The First Deputy Superintendent oversees the operations and administration of the Department, which is composed of bureaus that carry out the Department's operational, investigative, staff support, and administrative activities. The Office of the First Deputy Consists of the following bureaus and units:

The Special Events Unit is responsible for planning police coverage at public events and maintaining liaisons with other municipal departments as well as federal and state law enforcement agencies.



The Detached Services Unit maintains administrative liaison between the Department and outside agencies requiring the use of sworn members in an investigative capacity for extended periods.

The **Bureau of Patrol** is responsible for general field operations, including the protection of life and property; apprehension of criminals; and enforcement of traffic laws and ordinances. The Bureau of Patrol consists of the following sections:

- ★ Bureau of Patrol Areas and District Law Enforcement are organized geographically by Chicago's twenty-two police districts, which make up five police areas and the Central Control Group. All districts are provided with personnel and support services to staff three watches, including district-level investigative teams, tactical teams, and a community relations office. The Central Control Group also processes and maintains custody of arrestees held in the Central Detention Section, transports arrestees to courts and institutions, and provides transportation for persons in multiple arrest situations. Each police district is commanded by a commander who reports directly to the appropriate area deputy chief and is assisted by an executive officer of the rank of captain.
- ★ The Field Training and Evaluation Section ensures that all probationary police officers receive optimal field training, predicated upon staffing the field training officer position with qualified officers. In partnership with the Education and Training Division, the Field Training and Evaluation Program ensures through proper training and evaluation that only competent, motivated, and ethical individuals become Chicago police officers.
- ★ The Community Safety Team works closely with district and area resources to provide high-visibility uniform patrol to suppress violence while providing community service and engagement by participating in community events and performing services necessary to build and strengthen relationships with the communities it serves.

The **Bureau of Detectives** is responsible for investigating select felonies and select misdemeanors; the processing of juvenile offenders and the care of juveniles who need protective services; missing and found persons; and other incidents designated by the chief. The bureau consists of the following units and sections:

- ★ The Investigative Response Team is responsible for investigating the underlying and surrounding crimes in all instances where a department member discharges a firearm in the direction of a person and all incidences of officer-involved deaths.
NOTE: The Civilian Office of Police Accountability (COPA) maintains investigative authority over the department members' actions.
- ★ Field Group "A" oversees the functions of the Youth Investigations Division and Central Investigations Division, which include:
 - The Juvenile Intervention and Support Center processes juveniles from designated police districts and provides social service resources to juveniles and their families.
 - The Special Investigations Unit/Chicago Children's Advocacy Center investigates specific offenses involving juvenile victims of sex crimes and related offenses.
 - The Criminal Registration Unit is responsible for registering persons convicted of specific crimes mandated by Illinois State law.



- ★ Field Group “B” oversees the Central Investigations Division and the Forensic Services Division.
 - The Central Investigations Division responds to trends in crime by utilizing specialized investigative techniques. The division oversees the operations of the following:
 - The Arson Unit is responsible for determining the origin and cause of fire-related incidents and conducting criminal investigations relative to the detection, investigation, apprehension, and prosecution of offenders of arson-related crimes.
 - The Financial Crimes Section investigates financial crimes, including identity theft, credit card fraud, forgery, mortgage fraud, embezzlement, and money laundering.
 - The Fugitives Section is responsible for the investigation and apprehension of individuals wanted on warrants and investigative alerts with probable cause to arrest.
 - The Major Auto Theft Section investigates auto-theft-related crime patterns and associated organized criminal groups.
 - The Major Accident Investigation Section investigates traffic crashes with serious personal injury likely to cause death, fatal traffic crashes, and all hit-and-run incidents.
 - The Forensic Services Division provides technical and scientific expertise for the collection and analysis of physical evidence and the reconstruction of crimes; provides expert testimony on the collection, submission, and examination of evidence to assist in the criminal justice process; and submits evidence to the Illinois State Police Laboratory for examination. The Forensic Services Division oversees the following sections:
 - The Investigative Support Section coordinates the operations of the Bureau of Detectives and performs other functions as designated by the Commander, Forensic Services Division.
 - The Evidence and Recovered Property Section receives, stores, and disposes of all inventoried property (except animals, automobiles, perishable items, and flammable chemicals, liquids or gases) that come into the Department's possession.
 - The Criminal Analysis Review Section is responsible for the data entry of Vice Case Reports into the internal data collection (CHRIS) system, processes related to the expungements of criminal records, and fulfilling requests for Freedom of Information reports.
 - The Crime Scene Processing Unit is responsible for photographing, collecting, preserving, and inventorying evidence at crime scenes and for photographing and sketching major crime scenes.
 - The Forensic Services Lab Unit is responsible for the appropriate transportation, data entry, and analysis of all evidence submitted to the Forensic Services Division; responding to all subpoena requests for Chicago Police Forensic Services Division reports; performing technical photographic procedures used in scientific crime detection; conducting scientific analysis of firearms evidence;



administering forensic polygraph examinations, and conducting patent and latent fingerprint examination of physical evidence.

- The DNA Processing Unit manages appropriate DNA databases; reviews and disseminates respective information, and conducts regular audits to ensure the proper follow-up investigation of those associations; conducts weekly audits of all sexual assault kits to maintain compliance with Illinois State law, and administers the cold case DNA grant and any outsourced DNA testing.

The **Bureau of Counterterrorism** focuses on the five mission areas of emergency preparedness: prevention, protection, mitigation, response, and recovery. The bureau is responsible for investigating terrorism-related threats and other criminal activity; collecting, analyzing, and disseminating terrorism-related and other criminal intelligence and information; organizing and operating the safety and security functions of large-scale events; providing specialized support and patrol capabilities; initiating and conducting investigations of certain types of organized crime; providing information and investigative assistance to all units of the Department and outside agencies; participating in various federal and state task forces; and exercising other functions and responsibilities that may be assigned to the bureau. The Bureau of Counterterrorism is organized as follows:

- ★ The Confidential Matters Section maintains cooperating individuals' files and electronic surveillance files for the bureau.
- ★ The Electronic and Technical Support Unit manages and maintains covert electronic equipment and covert vehicles utilized in conjunction with complex investigations with both local law enforcement and federal agencies.
- ★ The Criminal Networks Group oversees all joint operations involving the Bureau of Counterterrorism and its local and federal law enforcement partners concerning narcotics abatement, gang enforcement, and vice and asset forfeiture investigations. The group consists of the following units:
 - The Narcotics and Vice Investigation Division are responsible for the investigation of and enforcement against large-scale, illegal narcotics activities and narcotics activities that transcend district boundaries. The division includes Centralized Narcotics Enforcement Teams, the High-Intensity Drug Trafficking Area/Drug Enforcement Administration (HIDTA/DEA) Teams, and the following:
 - The Asset Forfeiture Section assists Department members with the identification, lawful seizure, and proper processing of drug-related and other criminally derived assets.
 - The Vice Section is responsible for investigations directed toward the detection and suppression of vice activities other than narcotics (e.g., gambling, prostitution, and distribution of obscene matter).
 - The Gang Investigations Division consists of the following:
 - The FBI Gang Task Force is a combined initiative between the Chicago Police Department and the Federal Bureau of Investigation. The unit is responsible for



identifying, disrupting, and dismantling violent drug-trafficking street gangs and their criminal enterprises operating within the city.

- The ATF Task Force is a combined initiative between the Chicago Police Department and the Bureau of Alcohol, Tobacco, Firearms, and Explosives and is responsible for identifying, investigating, and developing evidence for the successful prosecution of individuals involved in the intra-state trafficking of firearms into the City.
- The Centralized Gang Investigation Team supports area detectives in investigating homicides and violent offenses.
- The Firearms Investigation Team traces the ownership of firearms used in criminal incidents or processed by the Department and conducts and assists in investigations that target gun violence. The Firearms Investigation Team works in cooperation with other law enforcement agencies including those federal agencies charged with the enforcement of federal firearms laws.
- The Gang School Safety Team maintains safety in and around local schools and focuses on gang violence detection, prevention, and reducing gun and gang violence.
- The CPD/FBI Violent Crime Task Force investigates kidnappings and related offenses, homicide warrants, other felony fugitive warrants, robberies of financial institutions, and fugitive offenders that have fled the department's jurisdiction.

★ The Special Operations Group oversees the following units:

- The Public Transportation Division provides patrol security for the CTA Rapid Transit System within city limits and other CTA vehicles and facilities.
- The Airport Operations Section provides specialized patrol coverage to airport terminals and outlying properties.
- The Special Functions Division consists of the following units:
 - The Special Weapon and Tactics (SWAT) Unit
 - The Marine/Helicopter Unit
 - The Canine Unit
 - The Mounted Unit (Equine)
 - The Traffic Section
- The Counterterrorism Division supervises the activities of the following units:
 - The Intelligence Section collects, stores, assesses, and disseminates criminal intelligence information using established criteria that provides for the legitimate needs of law enforcement. The section detects and disrupts criminal and terrorist activity through the use of intelligence-led policing and collects and analyzes information from a variety of sources to advance criminal and terrorist investigations.
 - The Joint Terrorism Task Force conducts follow-up investigations concerning domestic and international terrorism concerns as reported by department members and via other means. The task force oversees activities to both prevent and plan for a swift and efficient response to a terrorist attack. These activities



include investigations into potential terrorist activity, the collection of detailed intelligence, and the development of effective strategies before a terrorist attack.

- The FBI Human Intelligence Team assists in developing human information sources that can disclose terrorist activity and homeland security threats.

The **Bureau of Crime Control Strategies** is responsible for monitoring, assessing, and executing the Department's various strategic operational plans and coordinating and directing department activities that specifically relate to data collection, criminal justice research, analysis, and reporting. The bureau consists of the following units:

- ★ The Administrative Support Division consists of the following:
 - The Field Services Section facilitates the Department's arrestee processing efforts by the establishment of positive fingerprint identification; processes all latent fingerprint evidence and provides expert fingerprint and criminal history testimony for courts; processes LEADS/ NCIC messages and all warrants; reviews and updates criminal history records; serves as the repository for all criminal history records and arrest reports.
 - The Records Inquiry Section functions as the Department's records processor and repository for all field-generated reports; processes request for information under the Freedom of Information Act and the Crime Victim's Compensation Act; enters stolen, seized, and recovered weapons into LEADS; and stores and maintains the Department's records storage and warehouse.
- ★ The Inspections Division, staffed primarily with supervisory sworn members designated as "inspectors," conducts requested and unannounced surveys, audits, and inspections to determine conformance with department policy, methods, and procedures and the efficient use of monetary assets, property, and resources. This division also provides data as a source of management information for command personnel. The division consists of the following units:
 - The Court Section provides personnel to staff criminal branch courts in the First Municipal District and the Criminal Court Police Assembly Room and monitors court overtime, attendance, appearance, preparation, and court presentation of Department members appearing in court.
 - The Alternate Response Section prepares case reports by telephone for local and out-of-town callers; processes case reports submitted via the online case reporting application; assists callers with information regarding police or criminal matters; provides animal bite control numbers for animal bite reports taken by Department personnel, and acts as the backup call facility to OEMC for both call-taking and dispatching of emergency personnel.
 - The Troubled Buildings Section trains, monitors, and provides support for area drug and gang-house officers and district vacant-building officers; administers the vacant building program to ensure the proper preparation of cases for administrative hearings and court cases; and maintains liaison with other city agencies, including the Office of the Mayor, Department of Law, and the Department of Buildings.



- ★ The Strategic Initiatives Division is responsible for the deployment, planning, and management of operational resources, including personnel, equipment, technology support, and overall logistical functions related to Department operations. The division consists of the following units:
 - The Strategic Decision Support Centers are specialized rooms within various district police stations equipped with crime analysis and monitoring technology and staffed by sworn personnel and civilian criminal intelligence analysts. The SDSC Oversight Unit fosters effective implementation and efficient operation of the Strategic Decision Support Centers.
 - The CompStat Unit directs the Department's management accountability process and all related monitoring, reviewing, and assessing activities used in the strategic deployment of Department resources.

THE OFFICE OF CONSTITUTIONAL POLICING AND REFORM

The **Office of Constitutional Policing and Reform** is responsible for implementing recommendations from the Mayor's Police Accountability Task Force and the reform measures outlined in the Consent Decree Agreement between the State of Illinois and the City of Chicago. The office consists of the following:

The **Training and Support Group** includes the Training Division, which is responsible for training Department members; Crisis Intervention Teams, which seek to prioritize the sanctity of life and enhance its response in all community encounters, including mental and behavioral health-related incidents; the Professional Counseling Division, which promotes officer mental health and wellness; and the Officer Support Unit, which provides support to members at risk for adverse outcomes. More detail on each unit in the Training and Support Group is below:

- ★ The Training Division is commanded by a Commander who reports directly to the Deputy Chief, Training and Support Group. The Deputy Chief directs the resources of the division; identifies the training needs of the Department; and ensures that the education and training of recruit and incumbent personnel adhere to Department policy, the guidelines established by the Illinois Law Enforcement Training and Standards Board, Commission On Accreditation for Law Enforcement Agencies (CALEA) Standards, and all directives from the Deputy Chief, Training and Support Group. The division consists of the following sections:
 - The In-Service Training Section develops and conducts continuing education training programs for incumbent Department members, including the administration of the Department's mandatory 40-hour in-service training for all members.
 - The Career Development and Officer Wellness Section provides training programs for recruit and incumbent Department members. The section administers pre-service promotional training, the Training Division's Instructor Development Program, executive development, Law Enforcement Medical and Rescue Training (LEMART), and officer wellness and resiliency training.
 - The Decentralized Training Section conducts training and disseminates critical material to officers in their assigned districts regularly with minimal impact on district manpower. The section provides hands-on training in small groups on all watches in each district.



- The Firearms Training Section consists of the training academy range, outlying ranges, the CPD armory, and the Taser Repair Center, and oversees the Carbine Program, recruit training program, annual prescribed weapon qualifications, annual Taser recertification, and other weapon qualification initiatives.
 - The Operations Training Section consists of the following units: Recruit Operations, Law, Physical Skills, Technology, Returning Service Officer, Video Services, and Field Training. The Recruit Operations Section manages and conducts the basic recruit training for the Department's probationary police officers and other metropolitan jurisdictions.
 - The Instructional Design and Quality Control Section identifies training and performance needs, develops and modifies the recruit, in-service, and pre-service curriculums, and prepares other training programs as established by the division.
 - The Awards Section assists the Department in recognizing and honoring sworn members killed in the line of duty and individual officers' professionalism and outstanding accomplishments. Additionally, this section manages the Monthly Department Commendation Ceremony, Honored Star Case Ceremony, and the Annual Recognition Ceremony.
- ★ The Professional Counseling Division (PCD) responds to calls for assistance twenty-four hours a day, seven days a week. Services are available to all Department members and their families, including retired and disabled officers. PCD provides support services, including peer support, to members who may experience any number of issues, including alcohol and substance abuse, gambling, marital issues, and other challenges. The service provides solutions and resources for problem areas that may affect employee job performance and personal lives. PCD also delivers training on topics including stress management, suicide prevention, alcohol and substance abuse, anger management, gambling, and the effects of cynicism on law enforcement personnel. The division consists of the following sections:
- The Substance Abuse Section consists of sworn police officers who provide Department members and their families with assessment, support, and referral sources for treatment programs and meetings. The drug and alcohol counselors work with individuals through every aspect of recovery and offer regularly scheduled meetings specifically tailored to meet the needs of police personnel and their family members. These officers are state-certified addiction counselors.
 - The Mental Health Section is staffed by licensed clinical therapists who provide counseling, assessment, and referral services to Department members and their families. This consists of individual, marital, couple, and family sessions. These services are free of charge. The section also includes the Traumatic Incident Stress Management Program, which provides crisis and stress management during times of professional tragedies and losses. All services are confidential and no records of such services are maintained.
 - The Peer Support Program is a program that provides a core group of voluntary CPD personnel who are trained to provide support, information, and referral to employees and immediate family members who are seeking assistance whether it is related to a



critical incident, day-to-day work stress, or personal life stress. Support is available to all members and their immediate families or retired members, whenever it is needed.

- The Chaplains Section provides chaplaincy services to Department members.

- ★ The Crisis Intervention Team (CIT) Program, through the CIT staff and its chain of command, is charged with improving the Department's response to mental and behavioral health-related service calls and facilitating and coordinating law-enforcement services provided to the mental and behavioral health community. This is achieved by developing, evaluating, and improving Department crisis-intervention-related policies, training, and operations to better identify and respond to individuals in crisis.

- ★ The Officer Support Unit is comprised of two sections that perform two distinct functions for the Department. The Performance Management Section is charged with the administration of several Department personnel management programs including Fitness for Duty Evaluations, the Personnel Concerns Program, and the Behavioral Intervention System. The Officer Support Section is responsible for the administration of the Department's Officer Support System (OSS). The OSS is a cutting-edge early intervention tool that uses data-driven statistical modeling to identify members who are at a statistically increased risk of experiencing a future adverse outcome. Once identified, OSS staff work collaboratively with the member as well as the member's unit leadership team to identify and develop specifically tailored supports and interventions designed to proactively address any related performance issues.

The **Deputy Chief of the Office of Constitutional Policing and Reform** reports directly to the executive director. The deputy chief oversees the following:

- ★ The Tactical Review and Evaluation Division (TRED) consists of the following:
 - The 4th Amendment Street Stop Review Unit is dedicated to evaluating compliance with the United States Constitution, the State of Illinois Constitution, the law, and related Department directives as they pertain to investigatory stops, protective pat-downs, or other searches. The unit directly collaborates with other Department units concerning the sampling, monitoring, auditing, and reviewing of completed Investigatory Stop Reports, Investigatory Stop Receipts, and supervisory deficiency reports that result in ensuring compliance and proficiency throughout all Department units. Additionally, the unit recommends remedial actions such as mentoring and re-training to improve performance and compliance with the applicable legal and Departmental requirements.
 - The Use of Force Review Unit functions in an after-action-review capacity for certain reportable uses of force and all firearm pointing incidents to ensure policy compliance; identifies tactical, equipment, or policy concerns; evaluates whether or not reviewed incidents are tactically sound; and identifies patterns, trends, or emerging concerns relative to use of force and firearm pointing incidents.



- ★ The Research and Development Division consists of the following sections:
 - The Policy and Procedures Section prepares, updates, and issues department-level directives concerning department policy and procedures; revises department directives to be consistent with the consent decree and strategic plans; provides testimony concerning department policy in court-ordered depositions and trials; researches recommendations regarding department policy and procedures; maintains and updates the Department Directives System; and maintains and updates official departmental forms, the Forms Retention Schedule, and the Department Operations Calendar.
 - The Research and Analysis Section conducts research and statistical analysis directed at improving departmental effectiveness and reforming policy and maintains and updates the Incident Reporting Guide, the Charge Codes, the IUCR Codes, and other tables within the CHRIS/CLEAR applications.
 - The Uniform and Personal Equipment Section researches and evaluates new and existing uniform and personal equipment items; organizes the Uniform and Personal Equipment Policy Committee meetings; conducts uniform and equipment evaluations and pilot programs; liaisons with uniform and equipment manufacturers and vendors; maintains and updates approved Manufacturer Recognition Agreements; in concert with the Chicago Police Memorial Foundation, organizes and facilitates the “Get Behind the Vest” program; and maintains and updates the Department Uniform and Equipment Specification Manual.

- ★ The Professional Standards and Compliance Division supports quality standards for all administrative and operational functions of the Department. The Division also consists of the following sections:
 - The Quality Control Section supports quality control processes to support all reform efforts effectively.
 - The Audit Section provides quality, independent, and objective assessments of the operations, processes, and internal controls in support of the Department, including but not limited to work related to the Strategic Plan and consent decree.
 - The Accreditation Section is responsible for the attainment and retention of the Commission on Accreditation for Law Enforcement Agencies (CALEA) law enforcement accreditation for the Chicago Police Department, as well as the continued compliance with standards.
 - The Reform Management Group manages and tracks the implementation of various reform projects consistent with the consent decree and strategic plans and assists in solving strategic barriers to progress on reform and strategy projects.

DEPARTMENT SUCCESSES AND CHALLENGES



Conversations with a Commander

"I grew up on the south side and went to Catholic school. I completed my BA at Western Illinois University and my MBA at Saint Xavier University. I enjoy the outdoors, golfing, and riding my Harley. My vision is to find new and inventive ways to make the city stronger, starting with strengthening community engagement and partnerships here in the 7th district. By developing stronger dialogue and building trust, our residents, businesses, and officers will be able to work together to make this a proud community to reside in, work in, and raise our children."
— Commander Rodney G. Hill



Community Trust

One of CPD's top priorities in 2022 and beyond continues to be enhancing community trust, especially within disenfranchised communities. This is a challenge for police departments across the country, but it is one the department continues to meet head-on. CPD and the Office of Community Policing (OCP) strive to help the department engage with community members and form genuine, authentic relationships with the individuals CPD serves. To this end, the Office of Community Policing continued to progress on several initiatives in 2022.

New Community Engagement and Partnership Policies

Throughout 2022, OCP and the Research and Development Division, with the support of the Independent Monitoring Team (IMT) and Illinois Office of the Attorney General (OAG), partnered to develop first-of-its-kind directives on community engagement on policy (Department Notice D22-08, *Community Engagement in Policy Development – Pilot Program*) and community partnerships (S02-03-16, *Community Partnerships*). As one of the world's largest cities, Chicago encompasses a variety of communities, each with its own distinctive culture, lifestyle, customs, and challenges. The cosmopolitan nature of the city is further manifested by the diverse ethnic and sociological background of its people, a people who also share a common need for protection and services through objective and impartial law enforcement.

As part of the ongoing mission to grow trust within the communities it serves, the department recognizes it is critically important to give community members a voice and receive community feedback in the development of department policy. In developing or revising these policies, the department is committed to working with members of the community and will seek input from department members, members of the community, and community-based organizations with relevant knowledge and experience. These new policies set forth the department's guidelines, procedures, and responsibilities for the process of building partnerships and trust with the community and leveraging these partnerships for the development and improvement of CPD policy.

CPD published these community partnership and engagement policies in late December 2022 and looks forward to evaluating them in 2023. Though these policies will undoubtedly need refinement and improvement as lessons are learned, CPD hopes they can ultimately be a model for other law enforcement organizations across the U.S.

As of the end of 2022, CPD, with the support of the IMT and OAG, continued to develop and refine other community-related policies, including *Community Policing Office*, *District Advisory Council*, *Youth District Advisory Council*, and *Interactions with Youth*. In addition, OCP, the Research and Development Division, and department command staff continue to develop new procedures for youth diversion, deflection, and arrest.

“Reform means analyzing our policies, procedures, and engagements in collaboration with internal members, community partners, and subject-matter experts and updating our practices to reflect current norms.

We must always listen to the voices of both internal members and the neighborhoods and communities we serve to understand how we can be doing our jobs better.”

–Deputy Director Mike Milstein, Office of Community Policing



Improving Beat Meetings and District Advisory Committee meetings

Beat and District Advisory Committee (DAC) meetings provide an opportunity for residents across the city to meet with their local police districts, learn about crime trends or engagement opportunities in their neighborhoods, and identify problems or concerns. Beat meetings take place at least every other month, and in some cases monthly. Every district is required by CPD policy to conduct meetings at least six times a year in each beat. Beat meetings are led by a civilian beat facilitator and a member of the district's community policing office. Beat facilitators are volunteers selected by the district through an application process. They receive specialized training on problem-solving tactics and community-building strategies.

District Advisory Committees (DACs) are groups of community stakeholders selected by the district commander. DACs meet regularly with the commander to provide feedback on district policing strategies and advise on problem-solving tactics for any challenges that may arise within the district. DACs meet at least every month, but in some cases, monthly, as required by CPD policy.

Victim Services

Victims of crimes are diverse groups with diverse needs. Some crime victims may need extensive support, resources, and services while others may not want or need such services. Law enforcement is in a unique situation to assess and provide services to victims of crimes, as officers are often the first and only individuals to contact victims. The department recognizes its unique access to crime victims and, like other police departments across the country, has begun to develop formal victim-services programs.

For decades, OCP had a comprehensive plan to support victims of domestic violence. This team of advocates conducts regular outreach to victims and survivors of domestic violence and offers support and resources including court advocacy to file for an order of protection, counseling, or connecting them with community resources. OCP expanded this program in 2021 and launched the Crime Victim Services Program. This new team provides support and resources for victims of non-fatal shootings and victims of domestic violence and other incidents of gender-based violence. In 2022, two of the three civilian Crime Victim Advocate positions were filled, and those individuals were collectively providing support to victims of non-fatal shootings in six districts. For more information on OCP's crime victim services, please visit <https://home.chicagopolice.org/community-policing-group/victims/>.

Civil Rights Unit

Following its expansion in June 2021, CPD's Civil Rights Unit (CRU) now includes LGBTQ+ liaisons, a homeless outreach liaison, and a refugee and immigrant liaison. Additionally, all twenty-two districts now have an affinity liaison officer in each of their community policing offices who are dedicated to focusing on reaching out to historically marginalized and underserved communities in their district. **In all of 2022, CPD documented well over 800 engagements that were focused on affinity communities.**

Another core function of CRU is to engage with various stakeholders in the community to create awareness, foster partnerships, develop prevention strategies, and build support networks within Chicago's many diverse communities. CRU has developed a positive working relationship with several community organizations, and these partnerships continue to send a message to Chicago's many communities that hate crimes will not be tolerated in our community, and there is a network that stands ready to support them. A summary of 2022 hate crime data is contained in this report within the "Hate Crimes" section. However, a more comprehensive reporting of hate crimes can be found in CPD's Annual Hate Crimes Report, at <https://home.chicagopolice.org/statistics-data/statistical-reports/hate-crimes-annual-reports/>.



Youth District Advisory Councils

The Youth District Advisory Council's (YDACs) mission is to provide an authentic youth voice within CPD, as well as to address the concerns of youth and emerging adult stakeholders within each district. YDAC members are between the ages of fourteen and twenty-five and are intended to bring a youth perspective to District Advisory Committees. YDAC members have formal voting authority on the DAC. Their position on this body also provides them with access to commanders and other district personnel so that their voices are heard.

In 2022, OCP's new civilian youth service coordinators successfully launched and ran the annual Youth Summer Leadership Institute, a youth leadership and mentorship summer program, through a collaboration with One Summer Chicago. The new youth team also began evaluating each district's YDAC efforts and started to build plans on ways to reinvigorate the YDAC and recruit more young people to join. OCP also began drafting a new CPD policy specific to the YDAC. The drafting of this policy continues into 2023.

School Resource Officer Program

The School Resource Officer (SRO) program places officers in certain high schools selected by Chicago Public Schools. SROs protect students, teachers, and administrators against external threats and criminal activity within schools and serve as a deterrent to those who would cause harm. The SRO program also serves as a way to build relationships between SROs (as representatives of CPD) and students. The SRO program is coordinated through the Bureau of Patrol in partnership with CPS and is discussed in more detail within the Bureau of Patrol section of this report.

District and Bureau Strategic Plans

OCP launched and completed the community-engagement process and strategic-plan development process in 2022. Recognizing the impact that a virtual option for a community conversation had on increasing participation, OCP adjusted the community-engagement process to require all districts to host one in-person community conversation and one virtual community conversation to gain feedback on their 2023 strategic plans. This also allowed CPD to slightly condense the timeline to ensure plans could be completed before the end of 2022.

All districts developed their draft plans, and CPD then posted all twenty-two draft plans online and invited the public to review the plans and provide written feedback on them. Simultaneously, districts were also required to meet with their DACs to get feedback from them on the draft plan, as well as incorporate feedback provided by OCP and CPD command staff. All twenty-two district strategic plans were completed by the end of 2022 and were posted publicly on the CPD webpage at <https://home.chicagopolice.org/community-policing-group/consent-decree/strategic-plans/>.

Community Policing Advisory Panel

The Community Policing Advisory Panel (CPAP) was commissioned by CPD in 2016 and was tasked with developing recommendations for the department's community engagement and collaboration efforts to enhance public safety and restore trust. In 2017, CPAP published recommendations organized across seven pillars of community policing, all of which were accepted by the Superintendent:

1. Sustainable relationships of trust between police and community.
2. A strong focus on engagement with the city's youth.



3. Standards for community policing initiatives so that these initiatives have clearly defined objectives and contribute to the overall community policing effort.
4. A structure that reinforces community policing in every aspect of policing.
5. Robust community-oriented training for all members of the department.
6. Effective problem-solving exercised jointly with the community and other city agencies.
7. Regular evaluation of the quality of community policing throughout the department.

OCP is tasked with monitoring progress toward the implementation of CPAP recommendations. To this end, OCP publishes quarterly reports summarizing progress. These reports can be accessed by visiting <https://home.chicagopolice.org/community-policing-group/consent-decree/cpap/>.

The Neighborhood Policing Initiative

The Neighborhood Policing Initiative (NPI) is an inclusive crime-fighting strategy that relies on improved communication and collaboration between community stakeholders, patrol personnel, detectives, specialized units, interdepartmental units, and external agencies. The primary goal of the NPI is to foster relationships and build trust. To achieve these goals, CPD members work alongside members of the community to create sustainable solutions to pervasive problems using collaborative efforts and community-based resources. The model specifically centers around district coordination officers (DCOs) who are trained to develop problem-solving strategies and are equipped with mobile phones, tablets, and business cards so that community members in their assigned beats can reach them directly with concerns or issues. The model also involves community members serving as ambassadors to support problem-solving efforts in their neighborhoods.

By June 2021, a total of ten districts had implemented the NPI program (Districts 3, 4, 5, 6, 7, 9, 10, 11, 15, and 25). In 2022, CPD paused any further expansion of NPI and focused attention on ensuring NPI was running efficiently in the ten districts with the program. The expansion of the program is planned for 2023.

Community Policing Performance Management

CPD conducts regular, monthly community policing performance management meetings with two districts each month. The goals of these meetings are to encourage district personnel to broaden their perspective on community policing metrics and to disseminate community policing best practices across all districts.

A major component of the performance-management system is the incorporation of data collected by ZenCity (previously ELUCD), a third-party vendor that conducts monthly surveys of residents in all twenty-two districts via digital advertising. The survey asks respondents to score how safe they feel within their neighborhood and how much trust they have in the police. The survey also asks residents to list their top crime concerns and top community-engagement priorities. This information is shared with district commanders and community policing offices to help inform strategies and community-engagement efforts moving forward. OCP also analyzes other community policing metrics and shares this analysis during meetings, including the number of community engagements conducted by each district, attendance at engagements, and progress against district strategic plans. In 2022, OCP worked with ZenCity to add additional questions to the monthly survey that focus on more specific concerns and priorities identified by the community around types of crimes they are seeing in their neighborhood. These new questions provided CPD with more hyper-local feedback.

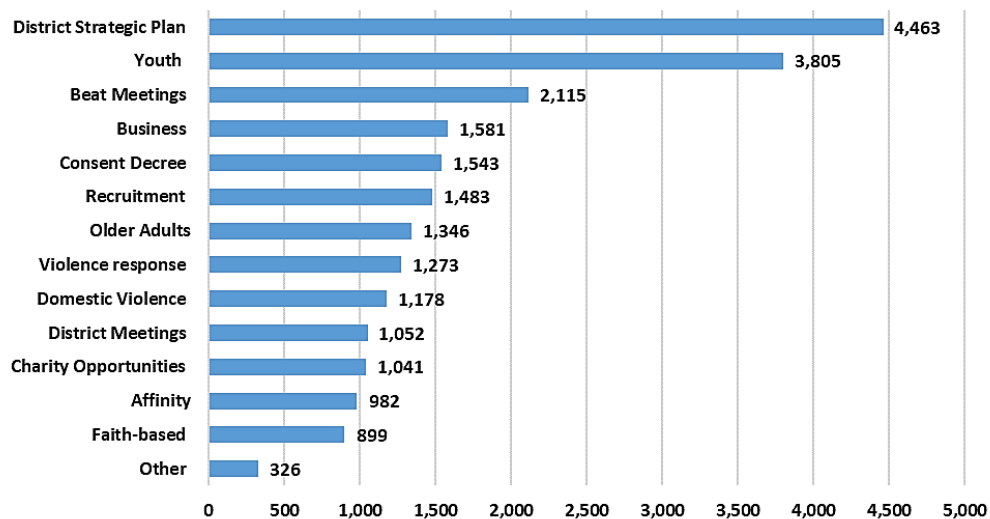


2022 Community Engagement Data

OCP utilizes an electronic tracking system called the Community Engagement Management System (CEMS). CEMS allows OCP to track and manage community engagements, which is essential to OCP's process of evaluating its different engagement strategies and making sure CPD is adequately reaching out to various communities and community groups. To do this, CEMS records engagements by type and interest category. Based on a review of 2022 engagements, the most common types included engagement on district strategic plans, youth engagement, and engagement through beat meetings.

Number of Engagements by Interest Category	2022
District Strategic Plan	4,463
Youth	3,805
Beat Meetings	2,115
Business	1,581
Consent Decree	1,543
Recruitment	1,483
Older Adults	1,346
Violence response	1,273
Domestic Violence	1,178
District Meetings	1,052
Charity Opportunities	1,041
Affinity	982
Faith-based	899
Other	326
Total	23,087

Number of Engagements by Interest Category (2022)





Looking Ahead

Establishing community partnerships and enhancing trust is a top priority for the department and OCP moving forward. Although everyone may not agree on every issue, we all desire safe neighborhoods in which to live, learn, play, and work. Police officers, community members, and other neighborhood stakeholders must all work together to make our communities safer. No one stands alone; each of us has a role to play in improving the quality of life in our communities. Looking ahead to 2023, OCP looks forward to building upon existing relationships and forging new ones in the never-ending effort to improve our department and our city.

“Community policing is central to our efforts to reform because it enables us to make structural changes and substantial improvements to our core principles with the communities’ perspectives and experiences in mind. These efforts help amplify the value and meaning of the reforms we are making, which help us build new trust and partnerships with the community.”

–Director Glen Brooks, Office of Community Policing





Recruitment, Retention, and Staffing

Recruitment and Retention Unit

The Chicago Police Department is committed to the recruitment and hiring of qualified candidates for the position of a police officer that reflects a diverse cross-section of communities served by the Department. This commitment is critical to maintaining a professional police force, building community trust and confidence, increasing legitimacy, and reducing perceptions of bias.



The CPD Recruitment and Retention Unit (RRU), originally established under the Office of the First Deputy Superintendent, was placed within the Bureau of Internal Affairs (BIA) in June of 2022. Employing the best practices of other law enforcement agencies, CPD established the Recruitment and Retention Unit to be devoted full-time and exclusively to recruitment and retention activities. The RRU is comprised of a chief (an exempt position), a commander (an exempt position), supervisors (one administrative operations sergeant, one field sergeant), police recruiters (twenty-four police officers), a Chicago Police and Fire Training Academy officer, and an administrative staff of three police officers (two of whom are dedicated solely to social media communication).

In 2022, the Recruitment and Retention Unit began drafting a policy to establish the unit within the department. This is scheduled to be completed in the first quarter of 2023. The policy includes the unit's standard operating procedures, the organization of the unit, the responsibilities of unit personnel, and training and reporting requirements (e.g., the strategic plan and analysis report). The first strategic plan (to be completed in the second quarter of 2023), will detail recruitment goals for the unit, hiring challenges for the department and strategies to overcome these, performance metrics, and a program evaluation.

In 2022, the City of Chicago's Office of Public Safety Administration (OPSA) and Department of Human Resources (DHR), in conjunction with CPD's Recruitment and Retention Unit, **completed the process of hiring 956 new police officers**. The first step in the hiring process is the Chicago Police Officer Examination, which is administered to any candidate applying for the position of Chicago Police Officer. The exam consists of multiple-choice questions that test each candidate on cognitive police officer tasks and responsibilities necessary to succeed as a CPD officer and maintain maximum job performance.

Police Officer Candidate Testing

In 2022, candidates had three different options for taking the Chicago Police Officer Examination. The options were implemented to allow candidates the flexibility of testing, especially for those candidates outside of the Chicagoland area. The options are as follows:

Option 1: The examination may be taken in person at a local City College of Chicago.



Option 2: The examination may be taken in a computer-based format via the Pearson Virtual University Enterprises (VUE) network of test centers. The test centers are located in the Chicago metropolitan area, which extends twenty-five miles beyond the Chicago city limits.

Option 3: The examination may be taken at home or office via the Pearson VUE online proctored test known as OnVUE. This option allows candidates to take the test at their convenience.

During 2022, in-person examinations were held at all City Colleges of Chicago (Harold Washington, Harry S. Truman, Kennedy-King, Malcolm X, Olive-Harvey, Richard J. Daley, and Wilbur Wright) on the following dates:

- March 17–19
- July 28–30
- September 22–24
- October 20–22
- December 1–3

In 2023, the Chicago Police Officer Examination will be hosted at four of the City Colleges of Chicago, the exact locations to be specified at a later date. The candidates will continue to be able to choose one of the three options to take the exam.

Recruitment Events

In 2022, the Recruitment and Retention Unit began outreach by sending out email messages on the “Join Handshake” recruitment platform. The department sent Chicago police officer position ads to over five hundred Illinois college students and over two hundred registered colleges on the platform and worked hard to establish a footprint within all Chicagoland community colleges and universities. The Department realizes the importance of in-person and on-site recruitment events as it allows potential candidates to ask questions about the requirements and responsibilities of a Chicago police officer, the candidate exam, and the hiring process. Candidates are then immediately able to register for an exam.

The department extended its recruitment efforts in 2022 to students enrolled at several Historically Black Colleges and Universities (HBCUs) by participating in virtual career fairs. RRU hosted six onsite recruitment events at the following colleges and universities:

- Alcorn State University (Mississippi)
- Dillard University (Louisiana)
- Lincoln University (Pennsylvania)
- Mississippi Valley State University (Mississippi)
- Southern University (Louisiana)
- Xavier University (Louisiana)
- Norfolk State University (Virginia)



RRU plans to increase the number of visits to HBCUs in 2023 to encourage more students to apply for the Chicago police officer position.

In addition, CPD police recruiters traveled to six universities to partner with police associations and affinity groups and hosted recruitment events designed to attract underrepresented populations:

- Northern Illinois University
- Southern Illinois University
- Western Illinois University
- Indiana State University
- Indiana Southern University
- Indiana University
- Indiana Tech

RRU expanded its outreach efforts to include not only criminal justice students and workers but also those in the social service disciplines (social workers, psychology students, etc.). These efforts included partnering with faculty members at various colleges. CPD also partnered with the Taylor Business Institute (downtown Chicago) to promote the Chicago police officer position to its diverse student body. The Taylor Business Institute has a high minority student enrollment (98% of the total student body).

RRU partnered with Olive-Harvey College in 2021 to develop a one-year criminal justice cohort called “Path to Policing.” The goal of this immersive cohort is to attract students who aspire to serve as Chicago police officers. Some of the program topics include preparation for the department's entry-level written exam, completion of the physical fitness test, and current trends facing law enforcement. The program began in the fall semester of 2022 with the first cohort group of twenty-eight students. The first class is scheduled to graduate in June of 2023.

RRU visited seven U.S. military bases across multiple states in 2022, allowing active duty members to talk with Chicago police officers about the police officer position. The on-site visits allowed CPD recruiters to interact with a diverse number of potential candidates. The bases visited during 2022 included the following:

- Ft. Riley (Kansas)
- Ft. Leavenworth (Kansas)
- Ft. Hood (Texas)
- Ft. Bliss (Texas)
- Ft. Bragg (North Carolina)
- Joint Base Lewis –McCord (Washington)
- Norfolk Naval Station (Virginia)
- Great Lakes Naval Base (Illinois)



Looking ahead, the Recruitment and Retention Unit plans to increase its outreach to additional military bases for recruitment events. The unit also traveled to thirty-four Army and National Guard reserve armories within Illinois and plans to expand its outreach to armories in Indiana. Forty-three schools in Chicago have a U.S. Army Junior Reserve Officer Training Corp (Jr. ROTC) on campus. RRU plans to visit each school in 2023 and work to develop a “school to career” pipeline with students interested in serving their communities.

Connections with the Community

The department recognizes the importance of positive community relationships and continuously strives to cultivate new relationships and nurture existing ones. The department connected with community organizations and formed partnerships with groups to assist with recruitment efforts. These partnerships include the Theta Zeta chapter of Kappa Alpha Psi, the Most Worshipful Prince Hall Grand Lodge, the Chicago Association of Women in Law Enforcement, Blue Cross Blue Shield of Illinois, the Communities of Woodlawn, Broader Urban Involvement and Leadership Development (BUILD), the Westside Health Authorities, and members of the faith-based community. RRU plans to collaborate with these organizations and develop ideas for recruitment events in 2023. CPD also contacted local businesses, social service agencies, all aldermanic ward offices, and community contacts for assistance with promoting the position of Chicago police officer via websites and listservs of the different community organizations.

CPD also utilizes internal events and meetings to promote the position of Chicago police officer and offer in-person registration for the exam. In 2022, RRU conducted recruitment efforts during community meetings (e.g., Office of Community Policing beat meetings, crime prevention meetings, and department-sponsored informational sessions). RRU also attended town hall meetings, community resource fairs, and community job fairs sponsored by the Department. Annually, CPD hosts a National Night Out event at each of the twenty-two police district stations. This event is an opportunity to bring communities and the police together to interact in a positive environment to build relationships. RRU had recruiters attend all of the district events with the ability to complete on-the-spot applications for potential candidates and answer questions about the recruitment process.

The city hosted many parades and festivals over the summer of 2022. Two of the larger ones were the annual Pride Parade and the Bud Billiken Parade. Both events draw large crowds over the weekends, which made them prime opportunities for RRU to set up a booth with officers to explain the recruitment process, answer questions, and encourage candidates to apply for the police officer position. Lastly, RRU attended other large-attendance events such as the 2022 Auto Show, two days of Lollapalooza, three days of Summer Smash Fest, the Chicago Marathon, and four Juneteenth celebrations throughout the city, including the event hosted at the DuSable Museum of African American History.

In 2022, RRU created the “100 Churches in 100 Days” campaign to connect with 100 churches throughout all of Chicago’s communities. This endeavor was accomplished in sixty days and forged new relationships in the faith-based community from the far north side (Edison Park) to the far south side (Roseland). In



2023, the unit plans to reconnect with the churches visited previously and expand the effort to all faiths throughout the city. By creating these relationships, officers from RRU can speak to congregations and parishioners about Chicago Police Department recruitment efforts and encourage potential candidates from all neighborhoods to apply.

Finally, RRU attended multiple law enforcement career expos in 2022. These are events dedicated to local law enforcement agencies to recruit sworn and civilian personnel. These events give potential candidates for law enforcement positions the ability to get information on career opportunities. The Recruitment and Retention Unit attended expos in the following locations:

- St. Louis, Missouri
- Milwaukee, Wisconsin
- Green Bay, Wisconsin
- Columbus, Ohio
- Detroit, Michigan
- Atlanta, Georgia
- Miami, Florida





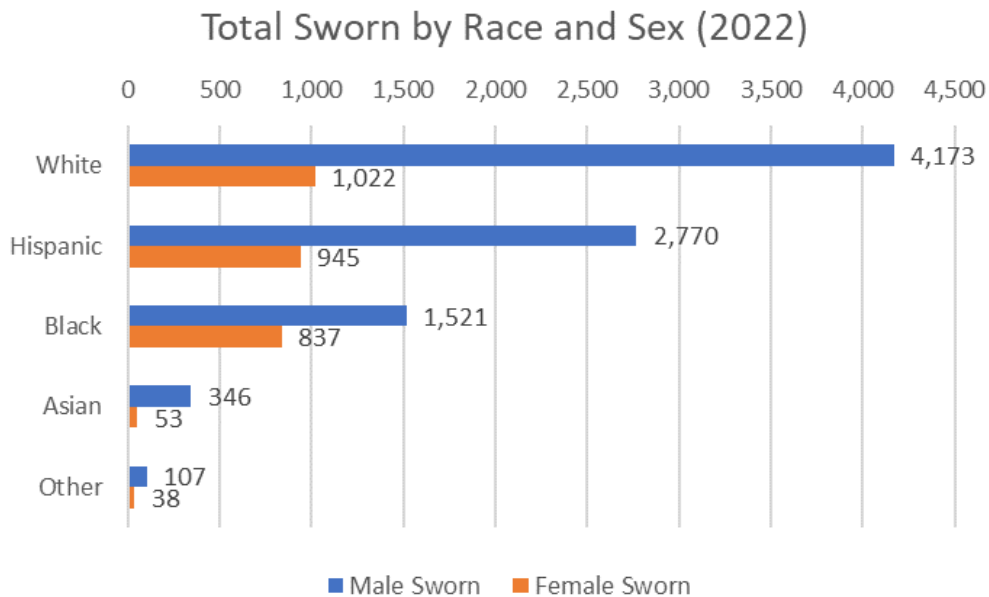
Total Sworn Department Members, New Hires, and Separations (2022)

The tables and charts in this section show CPD's total sworn work force, new hires, and separations for 2022, broken down by demographics. Data in this section is as of January 1, 2023 and valid as of June 28, 2023 (CPD Human Resources).

Total Sworn Department Members by Race and Sex (2022)

The following table and chart represent CPD's total sworn workforce in 2022, by race and sex. However, this includes one civilian member (Executive Director), as described on the next page.

Race	Male Sworn	Female Sworn	Sworn by Race	% Sworn by Race
White	4,173	1,022	5,195	44%
Hispanic	2,770	945	3,715	31%
Black	1,521	837	2,358	20%
Asian	346	53	399	3%
Other	107	38	145	1%
Totals	8,917	2,895	11,812	
% by Sex	75%	25%		





Total Sworn by Rank, Race, and Sex (2022)

The following table represents CPD's sworn workforce in 2022, by race and sex within each sworn rank. The one exception is the rank of "Executive Director," which was a position held by a civilian member in 2022.

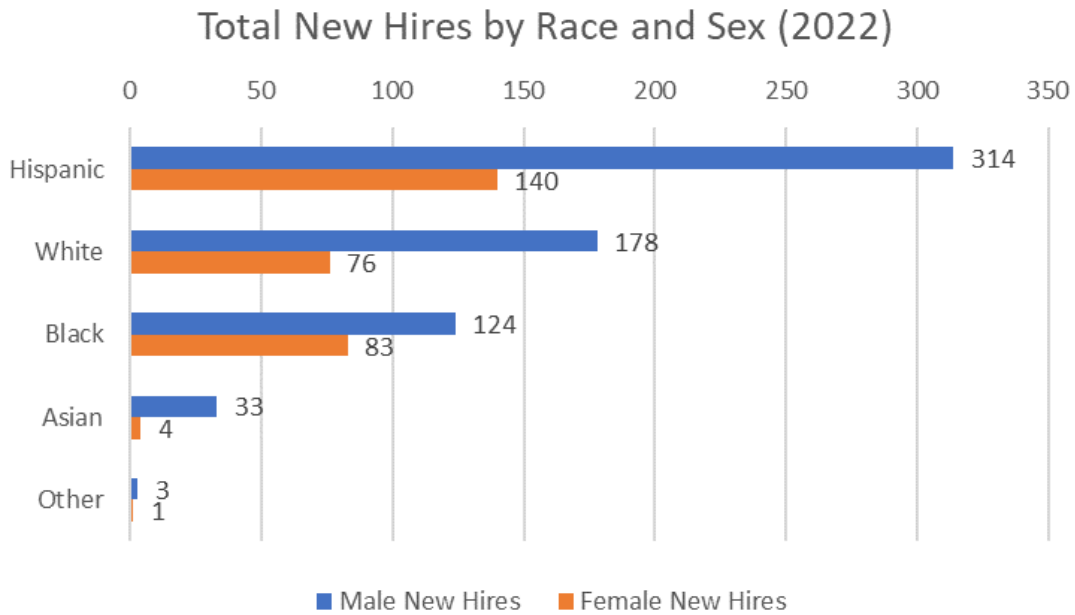
Rank (by Male and Female)	White	Black	Hispanic	Asian	Other	Total
Male						
Police Officer	3,310	1,349	2,511	305	102	7,577
Sergeant	660	131	215	34	5	1,045
Lieutenant	166	21	29	3	0	219
Captain	17	4	4	2	0	27
Commander	13	12	6	1	0	32
Chief	2	1	1	0	0	4
Deputy Chief	5	1	4	1	0	11
Executive Director	0	0	0	0	0	0
First Deputy Superintendent	0	1	0	0	0	1
Superintendent of Police	0	1	0	0	0	1
Total Sworn Males	4,173	1,521	2,770	346	107	8,917
Female						
Police Officer	864	739	894	48	38	2,583
Sergeant	117	77	44	5	0	243
Lieutenant	32	12	4	0	0	48
Captain	2	0	0	0	0	2
Commander	4	4	2	0	0	10
Chief	0	1	0	0	0	1
Deputy Chief	3	3	1	0	0	7
Executive Director	0	1	0	0	0	1
First Deputy Superintendent	0	0	0	0	0	0
Superintendent of Police	0	0	0	0	0	0
Total Sworn Females	1,022	837	945	53	38	2,895
TOTAL SWORN	5,195	2,358	3,715	399	145	11,812



Total New Hires by Race and Sex (2022)

The below table and chart represent 2022 new hires by race and sex. When compared to the entire sworn work force, new hires were represented by a higher percentage of women (32% vs. 25%) and Hispanics (47% vs. 32%).

Race	Male New Hires	Female New Hires	New Hires by Race	% New Hires by Race
Hispanic	314	140	454	47%
White	178	76	254	27%
Black	124	83	207	22%
Asian	33	4	37	4%
Other	3	1	4	0%
Totals	652	304	956	
% New Hires by Sex	68%	32%		

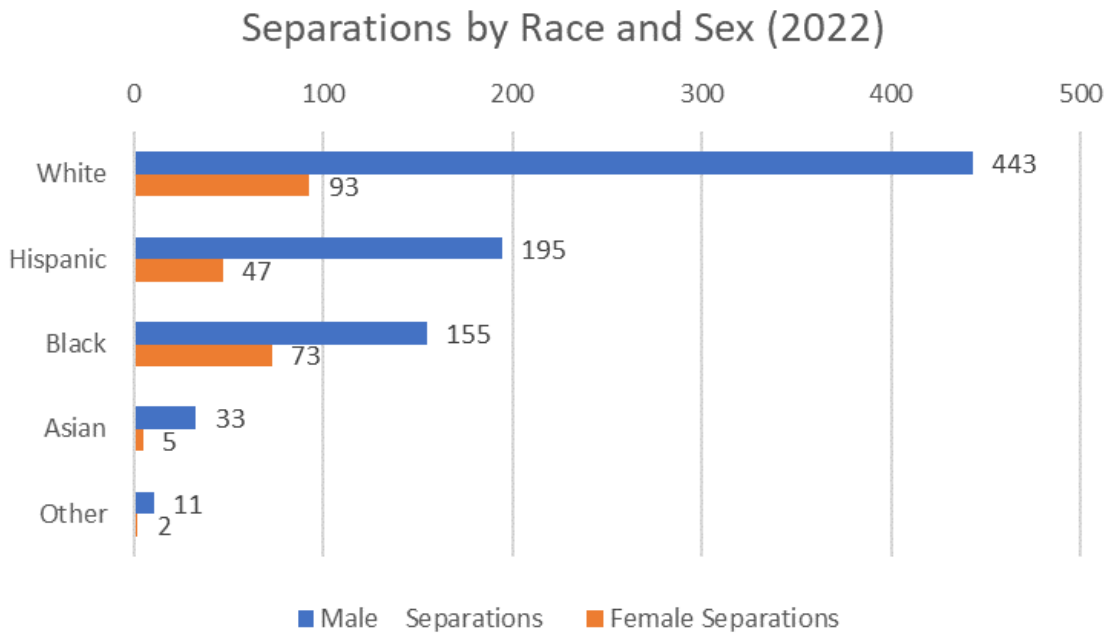




Separations by Race and Sex (2022)

The following table and chart represent members who left CPD in 2022. This includes retirements and resignations. When compared to the entire sworn work force, separations were represented by slightly higher percentages of males (79% vs. 75%) and Whites (51% vs. 44%).

Race	Male Separations	Female Separations	Separations by Race	% Separations by Race
White	443	93	536	51%
Hispanic	195	47	242	23%
Black	155	73	228	22%
Asian	33	5	38	4%
Other	11	2	13	1%
Totals	837	220	1057	
% Separations by Sex	79%	21%		





OFFICER WELLNESS





Professional Counseling Division

Officer Wellness

The Professional Counseling Division (PCD) / Employee Assistance Program (EAP) is a unit of the Chicago Police Department (CPD) dedicated to providing free and confidential programs for all active, retired, sworn, and civilian Department members and their immediate families. In addition, PCD assists all department members in managing their job demands and the impact on their families and professional lives. PCD provides CPD members with a range of mental health support services to minimize the risk of harm from stress, trauma, alcohol and substance abuse, and mental illness. CPD has established the following programs under PCD: EAP, Traumatic Incident Stress Management Program, Alcohol-use and Substance-use Services Program, and the Peer Support Program.

Among PCD staff are clinical therapists, sworn police officers who are alcohol and substance abuse counselors, ordained chaplains, coordinators and a manager for the Peer Support Program, administrative support staff, an assistant director, the director of PCD, and a psychologist who supervises EAP. All staff members specialize in working with police personnel and their families.

Communications between the therapist and the counseled member are confidential. PCD may not use or disclose protected health information except as permitted or required by law, including the Mental Health and Developmental Disabilities Confidentiality Act, and when consistent with the City of Chicago HIPAA Privacy Policies and Procedures.



Clinical Therapy

PCD clinical therapists provide and manage therapeutic treatment services and programs. Clinicians offer counseling and psychotherapy services to employees through EAP. PCD Clinicians respond to on-call crises 24/7, conduct and facilitate training seminars, and provide referrals and linkages with outside agencies to obtain additional services needed by clients.

Police Chaplains' Ministry

In 1980, the Police Chaplains Ministry began providing services to 12,000 members of the Chicago Police Department, approximately 6,000 retired officers, and their family members. Chaplain services are available 24/7, including pastoral care and crisis ministry to members of the CPD family. Pastoral care includes visits to sick and injured officers and family members, counseling and referrals, visiting those imprisoned, end-of-life care, decision-making assistance for those terminally ill, and supporting the survivors of officers killed in the line of duty. The chaplains officiate over Sunday services, police wakes,



and police funerals. In addition, they host numerous seminars on stress management. Finally, chaplains spend time in the field visiting with officers and simply being present in their daily work.

Alcohol-use and Substance-use Services Program

This program has trained sworn personnel who support each individual in all aspects of their recovery. The program offers department members and their families suffering from alcohol and substance abuse a confidential, objective, and nonjudgmental resource to which they can voluntarily seek advice, support, and guidance. They also provide services to active and retired Department members and their families that may be having trouble with problems related to other addictions, including gambling. The Alcohol Assistance Program regularly holds meetings for police and family members to provide support and referral services.

Peer Support Program

PCD's Peer Support Program was created in April 2000. It is modeled after the program instituted by the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF). All Peer Support team members work on a strictly voluntary basis as a way of giving back to the CPD family. Peer Support members come from diverse backgrounds, which helps to ensure that when a police officer or family member needs assistance, there is someone available with the right expertise, qualifications, knowledge, and awareness of resources to support them.

The primary objective of the Peer Support Program is stress reduction in the form of immediate emotional first aid and support. In addition, Peer Support members help members as they work through the impact of critical incidents by supporting, actively listening, and providing resources. Finally, Peer Support members help their fellow officers involved in critical incidents to understand the range of normal reactions to abnormal situations.

Peer Support services are not limited to traumatic events. Support is available to all officers and their families in a variety of difficult circumstances, including but not limited to the death of a family member, friend, or peer, as well as marital, child, or job-related difficulties. All communications between department members, their families, and the Peer Support representatives are kept strictly confidential under the Illinois First Responders Suicide Prevention Act. The Peer Support Program has over 180 members citywide, and it continues to seek more volunteers.

Traumatic Incident Stress Management Program

A traumatic incident can be a powerful and emotional experience. The Traumatic Incident Stress Program (TISMP) allows department members to process the traumatic incident based on personal experience. A traumatic incident is any police incident or action that may result in a member experiencing emotional or psychological distress, ranging from mild to severe. Referral to TISMP is only for on-duty incidents, but referral does not necessarily indicate that the referred member has any symptoms of traumatic incident-related stress.



Communications Strategy

PCD's comprehensive communications strategy informs members of the wellness resources available to them, including but not limited to EAP and Peer Support services and programs, upcoming events and open houses, streaming videos, and staff information. These communications include displaying posters throughout department facilities, email notifications, push alerts, and Automated Message Center messages, which are published on the department's intranet page. In addition, PCD's communications strategy demonstrates CPD's continued commitment to mitigating misinformation regarding mental health assistance. Finally, the communications strategy includes providing information on support for retirees and guidance for newer officers to help them navigate their long-term goals. Moving forward, PCD aims to sustain regular communications with its members using automated reminders within its communications platform. Additionally, PCD intends to analyze its communication cadence using the 2022 communications schedule as a benchmark.

Successful implementation of the communications strategy requires planning, dedicated stakeholders, and a thorough review of the strategy and its implementation. Additionally, the wellness communication strategy will ensure continuity of messaging and delivery while supporting PCD's commitment to members' mental, physical, emotional, spiritual, and financial health. PCD understands that healthy officers are essential to providing the City of Chicago with the best police department possible.

During 2022, PCD hosted multiple officer wellness events:

- The PCD EAP open house allowed department members and their families to meet PCD staff and learn about available programs and services. The event included food, crafts, and activities.
- The PCD EAP veteran affairs open house took place at Public Safety Headquarters. Several U.S. Department of Veteran Affairs vendors provided resources and program services to CPD's sworn veteran members and their families.
- The PCD Chaplain's section hosted a Blue Mass for police officers at St. Nicholas Church, as well as a toy drive.
- PCD and the Training and Support Group hosted a mental health program with the Quell Foundation's First Responder Resilience Project. The two-hour program featured the Quell Foundation's new documentary "Lift the Mask: First Responders Sound the Alarm," followed by a panel discussion with first responders featured in the film and members of the CPD community. The program's goal is to normalize conversations about mental health and remove the stigma associated with mental health treatment in the first responder community. The program was open to all sworn and civilian Department members and their family members at no cost.

PCD continues its conversations regarding actively including the department's civilian employees and family members in its outreach. Civilian employees have access to PCD's resources via departmental means such as CPD's intranet, roll calls, and in-service training for detention aides. In addition, PCD attends award and star-pinning ceremonies to communicate PCD services to CPD family members. Finally, PCD continues collaboration with other units, such as the Communications Division and the Training Division, to promote PCD services to department members and their families.



Suicide Prevention Initiative

PCD has implemented a holistic approach to suicide prevention by providing various services, training, and direct consultation that addresses department members' overall wellness. Officer wellness is addressed through holistic programs and training with components of mental health, physical well-being, spirituality, and stress management. All of PCD's staff, including clinicians, substance abuse and alcohol counselors, Peer Support, and chaplains contribute to and support this initiative. With a diverse staff of various ethnicities, cultures, religions, backgrounds, and expertise, PCD is responsible for reaching out to all subgroups to ensure the programs reflect their needs.

With the Suicide Prevention Initiative, PCD aims to bring Department members to a place of wellness by utilizing stress management tools and coping strategies when their well-being is compromised.

PCD includes the following programs and services in its suicide prevention plan:

- Clinical care
- Alcohol and Substance Use Assistance
- Peer Support
- Pastoral Care
- Traumatic Incident Stress Management Program

Included in PCD's holistic suicide prevention initiative are the expansions of PCD's two satellite offices on the north and south sides of the city, increased staffing, the creation of additional support groups, and the implementation of technology solutions that analyze how department members utilize PCD's services. Understanding how services are being utilized is essential to PCD meeting the future needs of department members. In 2023, PCD looks forward to collaborating with CPD's recently hired Director of Wellness on overall wellness and suicide prevention efforts. In addition, PCD continues to disseminate communications regarding wellness in emails, administrative messages, and emails tackling misinformation, stigma, and available mental health resources.

Referrals

Police officers must have a safe place they can call to talk about anything occurring in their life. However, for those who may only feel comfortable talking to someone outside of CPD, EAP recommends vetted helplines that provide free, anonymous, confidential, and immediate support.

COPLINE is a confidential 24-hour hotline answered by retired law enforcement officers across the United States. The COPLINE retired officers provide support for those struggling with various stressors affecting law enforcement officers and their families. In addition, if a caller needs or requests further assistance, the COPLINE listener has access to vetted clinical referrals to therapists and programs.

Another resource is the Crisis Text Line, which serves anyone in any crisis, providing access to free, 24/7 support. As a text line, a response is not always immediate; however, it usually takes less than five minutes to connect with a crisis counselor.

The 988 Suicide & Crisis Lifeline provides free and confidential 24/7 support to people in suicidal crisis or mental distress. In addition, military veterans can immediately be connected to the Veterans Crisis Line.



Data Collection and Reporting

Historically, PCD's most significant barrier to data collection requirements has been the need for tracked, evaluated data. For privacy reasons, PCD has not kept formal records of client/clinician interactions. However, PCD has recently made strides toward anonymizing client data that can then be aggregated and analyzed.

The Annual Report to the Superintendent summarizes PCD's activities for the previous year. PCD continues to explore integrating data as it becomes available to benchmark and measure success concerning the quality and availability of services. Sources of data primarily include results of activity tracking forms and results of the Needs Assessments Survey sent to department members. Having produced one Needs Assessment in the past, PCD deemed it appropriate to regularly poll members' wellness and how PCD might meet members' needs. The benefits of acquiring a technology solution include the ability to measure success, activity tracking and benchmarking, and the ability to analyze activity for improvement.

Looking Ahead

With an eye toward expansion, CPD conducted interviews with eligible candidates for clinician positions and extended conditional offers of employment to qualified applicants. As a result, the City of Chicago and PCD are actively searching for qualified professionals to fill all clinician vacancies.

A commitment to adding resources, such as personnel and facilities, is critical to the PCD's success in the future. For example, PCD continues to onboard licensed mental health professionals and sworn staff to decrease clinician caseloads. In the meantime, PCD has worked with the city to access, furnish, and open a temporary location in the Roseland neighborhood to meet members' immediate needs.

The expansion of PCD wellness resources aims to accommodate additional staff and increase access to services for our members. In 2022, CPD began securing two new office locations for PCD. The expansion will bring the total number of office locations to three. Additional office space on the north and south sides of Chicago will enable the PCD to provide more accessible clinical services for department members and their families by reducing travel time for officers who live and work in those areas. The department expects to open offices at the north and south side locations in the summer of 2023.



DEPARTMENT

TRAIN





Training Overview

The Deputy Chief, Training and Support Group (TSG), directs the resources of the Training Division; identifies the training needs of the department; and ensures that the education and training of recruit and incumbent personnel adhere to department policy, the guidelines established by the Illinois Law Enforcement Training and Standards Board, and all directives from the Deputy Chief, Training and Support Group. The TSG administration includes the Administrative Office, Procurement and Facilities Management, Community Engagement Section, and Awards Section. The Training Division consists of the following sections: Operations Training, Instructional Design, Quality Control, Firearms Training, In-Service Training, Career Development, and Emergency Preparedness Sections.



2022 Challenges

In 2022, TSG was still navigating the effects of the COVID-19 pandemic in terms of resuming an in-service training schedule that had to be completed in 2022. The in-service training program for 2021 ended on March 5, 2022. This delayed curriculum development and instructor onboarding, which ultimately delayed start dates until the third quarter of 2022. TSG will begin the 2023 In-Service Training Program in March 2023 to ensure a successful completion cycle of the same calendar year.

During 2022, law enforcement staffing was a challenge on national and local levels. Increased hiring was necessary to ease the deficit of sworn members. This required having more instructors available to teach the additional recruits coming through the academy. To comply with the department's personnel demands and ongoing crime suppression deployments in the field, while still delivering quality training, TSG contracted with recognized private law enforcement training associates to complete CPD-certified Instructor Academies. This measure ensured training partners were qualified to instruct CPD personnel during reduced TSG manpower events, so vital training wasn't interrupted. TSG also initiated efforts to hire civilians into critical positions, including attorneys to instruct law and civilian training officers.

Recruit Training

A solid foundation of recruit training is important for equipping new police officers with the skills, knowledge, and values to police fairly, safely, and effectively and follow the law, policy, best practices, and community expectations, among other requirements. A primary goal of the Basic Recruit Training Program is to support the mission, vision, and core values of CPD. Recruit training adheres to department policy, the guidelines established by the Illinois Law Enforcement Training and Standards Board (ILETSB), Illinois legislation, and standards from the Commission on Accreditation for Law Enforcement Agencies.

CPD's Basic Recruit Training Program consists of approximately 940 hours of training, which exceeds by nearly 400 hours what is required by ILETSB for basic recruit training in the State of Illinois. In 2022, the CPD training academy trained twelve CPD recruit classes totaling 946 probationary police candidates. This is the largest number of recruit training classes conducted in one calendar year since 2018. Below is an accounting of the 2022 recruit training dates and the number of participants.



2022 Recruit Training Dates/Participants

1. January 31	31
2. February 28	49
3. March 28	66
4. April 25	64
5. June 01	92
6. June 30	93
7. July 29	78
8. August 31	102
9. September 30	105
10. November 04	80
11. December 02	81
12. December 30	105

Recruits must demonstrate a firm grasp of basic police foundational knowledge, department procedures, technical and tactical skills, critical thinking, problem-solving, and interpersonal skills that form the basis for safe and effective policing. Recruits are continually evaluated throughout the Basic Recruit Training Program to ensure they have the requisite knowledge and skills to engage in policing activities safely, effectively, and lawfully before they are sent to the Field Training and Evaluation Program. The entire recruit evaluation process is directed by Department Special Order S11-10-01, "Recruit Training."

The Basic Recruit Training Program includes topics covering law, report writing, police function, human behavior, patrol, investigations, traffic, police proficiency, police officer wellness, and integrated exercises. CPD's Basic Recruit Training Program also has course enrichment modules that reflect the department's commitment to the guiding principles of procedural justice, de-escalation, impartial policing, and community policing. Additional details regarding CPD's recruit training curriculum are described in upcoming pages.





ILETSB Basic Law Enforcement		
Recruit Area of Study	Description	Curriculum Units
Foundations of Law Enforcement	Foundations of Law Enforcement focuses on community policing as a crime fighting strategy. This area of study provides law enforcement problem-solving and encourages recruits to think about crime and disorder problems with a social and cultural understanding of communities they will serve.	<ul style="list-style-type: none"> • Orientation to the Criminal Justice System • Theories of Crime/Index Crime • Police Community Relations • Procedural Justice • Neighborhood/Community Profiles • Social Media Relations/Public Relations
Law	Law focuses on basic legal principles, including people's rights under the U. S. constitution and Illinois law, as well as Illinois Criminal Offenses and the Illinois Vehicle Code.	<ul style="list-style-type: none"> • U.S. Constitutional Authority • Case Preparation and Courtroom Testimony • Civil Rights and Civil Liability • Criminal Offenses in Illinois • Illinois Vehicle Code and Bail Rule • Juvenile Law • Juvenile Processing • Laws of Admission • Laws of Arrest, Search, and Seizure • Rights of the Accused • Rules of Evidence • Use of Force • Citizen Handgun Ownership: Concealed Carry
Police Function and Human Behavior	This area of study addresses complex social issues that often require medical, social, legal, and educational services. Recruits consider perception and interpersonal communication skills as vital aspects of officer effectiveness and positive community relations.	<ul style="list-style-type: none"> • Child Abuse, Neglect, and Abduction • Communication in the Police Environment • Crisis Intervention/Disturbance Calls • Crowd Behavior/Civil Disorder • Mental Health Awareness and Response • Domestic Violence • Gangs • Ethics • Neurobiology of Trauma and PTSD



		<ul style="list-style-type: none"> • Elder Abuse and Neglect • Interacting with Persons with Disabilities • Crime Victims and Their Rights • Investigating Animal Abuse • Crisis Intervention Team (CIT) Training Concepts
Patrol	<p>This area of instruction acquaints recruits with the multi-faceted aspects of crime prevention that are an integral part of police operations, including the principles of effective report writing. Responsibilities and duties related to responding to emergencies, crimes in progress, and incidents requiring enforcement action are also covered.</p>	<ul style="list-style-type: none"> • Crimes in Progress • Crime Prevention • Drug Enforcement • Fundamentals of Report Writing • Homeland Security Orientation • Patrol Procedures • Vehicle Stops and Occupant Control • Emergency Management/Critical Incident Res.
Patrol Investigations	<p>This unit of study focuses on processes for establishing the elements of an offense, with an emphasis on crimes against persons and property. The procedures for effective interviewing and interrogation as well as arrest, booking, and detention are also covered. This area of study includes measures to ensure arrestee safety, victim's rights, (including how to compassionately communicate with victims), and how to effectively protect and investigate a crime scene.</p>	<ul style="list-style-type: none"> • Crimes Against Persons • Crimes Against Property • Crime Scene Identification • Arrest, Booking, and Detention/Facility • Fingerprinting - Rolled Impressions • Fundamentals of Investigation • Identification Procedures • Interviewing Victims and Witnesses • Interrogation of Suspects • Motor Vehicle Theft • Service Calls • Sexual Assault Investigation • Missing Persons
Traffic Module	<p>This area of study instructs recruits on law enforcement related traffic issues, including the conditions under which manual direction of traffic should be undertaken, investigating traffic crashes,</p>	<ul style="list-style-type: none"> • Field Sobriety Testing • Hazardous Materials Awareness • Traffic Crash Investigation • Traffic Direction



	identifying and responding to hazardous materials incidents, and detecting and apprehending impaired drivers.	
Police Proficiency	This area of study includes the development of defense skills, including protection with non-lethal weapons. In addition to training in firearms proficiency, an evaluation of recruits' critical decision-making abilities and reactions in stressful situations is conducted. This area of study also prepares recruits to deal effectively with medical emergencies and other trauma situations in order to fulfill the officer's obligation to protect the lives of others.	<ul style="list-style-type: none"> • Control and Arrest Tactics • Firearms Training • Initial Medical Response • Law Enforcement Driving Physical Skills and Personal Fitness
Police Officer Wellness		<ul style="list-style-type: none"> • Officer Wellness and Lab • Stress Management and Lab



In 2022 there were multiple revisions to the recruit training curriculum. The below-listed modifications (shown by a course description and hours of instruction) were made due to changes in the law, department policy, or recommendations made by subject matter experts.

Training Title		Training Hours
Automated Arrest		2
Caboodle		2
CIT Concepts for Recruits		8
Child Abuse and Neglect		4
Communication in Police Environment		10
Crowd Behavior / Civil Disorder		1
Custody, Arrest, Booking		1
Data Warehouse		3
Domestic Violence		10
Force Options Suite		4
GVRs		2
Human Trafficking		2
Illinois Vehicle Code		1
Integrated Exercises Evaluation Forms		9
Intro to Integrated Scenarios		1
Juvenile Processing		4
Narcan		3
Neighborhood Comm. Profiles		4
Police Community Relations		1
Procedural Justice		7
Technology Overview		2
Traffic Direction		1
Vehicle Stops/Occupant Control		21

In-Service Training

Regular in-service training is critical to ensure that CPD officers continue to hone important policing skills and remain up to date on changes in the law, CPD policy, technology, community expectations, and developments in best practices. In-service training also reinforces the CPD’s commitment to procedural justice, de-escalation, impartial policing, community policing, and constitutional policing. It utilizes internal and external instructors and leverages adult learning principles to engage learners. Training includes the In-service Training Program as well as specialized instruction for both sworn and civilian members using internal and external instructors.



The department, through TSG's efforts, finished 2022 with some notable accomplishments related to in-service training, including the completion of all 2021 in-service training courses by the March 5, 2022, deadline. The following are course descriptions for 2021 in-person in-service courses completed in 2022.

- ★ The **De-Escalation, Response to Resistance, and Use of Force** training for 2021 is a sixteen-hour block of instruction that intends to provide training related to the use of force to department members in a structured, multimodal instructional environment. Given the complexity of the topics, featured elements of the course will be presented through delivery methods commensurate with dynamic training principles appropriate for adult learners. The instructor(s) will facilitate an interactive training session incorporating lectures, media slide presentations, in-class exercises, video reviews, and hands-on scenarios.

The Use of Force class for 2021 incorporates thematic concepts germane to Procedural Justice, De-escalation, Community Policing, Impartial Policing, Peer Intervention, Arrest Involving Minors, Force Mitigation, Mental Health, Vehicle Pursuits, Threat Assessment, Positional Asphyxia, Fourth Amendment, and Active Threat Incident Procedures. The incorporation of these topics, along with scenario-based training, will spur discussion and engage learners in the critical thinking necessary to positively influence job performance. There will also be a pre-test, a post-test, and a course and instructor evaluation.

- ★ The **Community Policing** course will train all department personnel on the philosophy and principles of community policing, methods, and strategies for establishing and strengthening community partnerships, which enables officers to work with all members of the community while setting public safety and crime prevention priorities. The course will provide information about adolescent development along with techniques for positive interaction with youth. In addition, the following community groups will be discussed: people of color, LGBTQI individuals, religious minorities, immigrants, individuals with limited English proficiency, homeless persons, and those with disabilities.

The Community Policing course will further provide methods and strategies to create opportunities for positive interactions by using effective communication techniques and interpersonal skills through problem-solving tactics and techniques. The format will be an in-person classroom setting utilizing table-top scenarios, lectures, group exercises, and scenarios involving outside community leaders. There will also be a pre-test, a post-test, and a course and instructor evaluation.

- ★ **Officer Wellness**—There is growing recognition that psychological and emotional wellness is critical to officers' health, relationships, job performance, and safety. To address these needs, the in-service Officer Wellness course will convey the importance of emotional, mental, physical, and spiritual resilience and provide strategies and tools for developing resilience to survive and thrive throughout a career in law enforcement. Recognizing that financial distress is often a contributing factor affecting officers' psychological and emotional well-being, the course will reinforce the importance of financial wellness and provide financial literacy awareness. The course will also address common health conditions affecting police officers, strategies for improving physical health, and demonstrate tools for processing stress. This training will consist of a combination of lectures, individual and group tabletop exercises, physical demonstrations, and experiential application practices. There will also be a pre-test, a post-test, and a course and instructor evaluation.



- ★ Finalized and delivered the **forty-hour, 2022 In-Service Training Program** with community engagement and participation.

2022 In-Service Training Program—Course Description

Below is a snapshot of the completed 2022 In-Service Training Program curricula, both classroom and eLearning-based. It is expected the In-Service Training Program will be completed—to a minimum of 95% in each course by March 5, 2023.

- ★ The **De-Escalation, Response to Resistance, and Use of Force** course are designed to reinforce knowledge, skills, and effective techniques for officers to identify, reduce, or eliminate the need to use force. The course emphasizes the core ideal of the sanctity of human life by equipping participants with de-escalation strategies to slow down situations and create additional options to safely achieve resolution.

Participants will demonstrate sound tactics, conflict avoidance, and de-escalation techniques and engage in adaptive decision-making to determine when force is reasonable, necessary, and proportional under the totality of the circumstances. Guiding principles of procedural justice, de-escalation, impartial policing, and community policing are integrated throughout the curriculum, including a framework for problem-solving under the SARA (scanning, analysis, response, and assessment) model; critical thinking rooted in ethics, values, and mission at the core of the Critical Decision-Making (CDM) Model; and practical exercises and drills to recognize and mitigate biases, promote police legitimacy and apply de-escalation tactics.

- ★ **Crisis Intervention Course**—Officers often serve as first responders to individuals experiencing a mental or behavioral health crisis. The crisis intervention course provides all in-service officers, regardless of any previous Crisis Intervention Team (CIT) training, with knowledge of various mental and behavioral health conditions and trauma-informed responses and effective communication skills to avoid escalation during an encounter with an individual in crisis. Officers will be equipped with a better understanding of the mental health system, including its history and current community-based resources and mental-health-related laws and policies, to assist officers in the deflection and diversion of individuals from the criminal justice system. Participants also will consider strategies, challenges, and resources related to officer wellness in recognition of the impact of vicarious trauma and compassion fatigue on personal and professional lives.

This course is designed to engage interpersonal, technical, critical-thinking, and problem-solving skills and demonstrate an officer's ability to effectively respond to individuals in crisis. The course reinforces the guiding principles of procedural justice, de-escalation, impartial policing, and community policing by integrating activities and concepts to develop cultural competency, identify and reduce stigma, leverage community partnerships, and utilize active listening and communication skills to de-escalate crises.

- ★ The **Gender-Based Violence** course is designed to enhance the CPD's response to allegations of sexual assault, stalking, and domestic violence, including how to effectively recognize and investigate such incidents and collect information necessary for successful investigations. The course emphasizes the application of principles of trauma-informed policing to interactions with



victims of sexual assault and domestic violence to promote empathetic and productive responses and procedures for referring and connecting victims to local resources.

Participants will apply principles of procedural justice, impartial policing, community policing, and de-escalation to exercises simulating gender-based violence scenarios to promote the application of these principles in future job performance.

- ★ **Active Bystandership for Law Enforcement (ABLE)**—A project to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. ABLE training is based on a professionally designed curriculum that draws on decades of social science research and uses adult-based learning methods to deliver learning effectively. ABLE employs evidence-based practices to give officers the tools and skills they need to perform an intervention. ABLE also teaches the science behind the skills, so that officers have a better understanding of why ABLE works and thus can use it more effectively.

2023 Training Objectives/Initiatives

The Training Division has set the following goals for its 2023 training programs:

- ★ Focus on officer wellness through training, suicide prevention, partnerships, and resources. The Training Division will host an eight-hour in-service training course that will focus on sleep deprivation and sleep hygiene, functional nutrition and meal prep for shift work, emotional resilience techniques, and Yoga for First Responders. Suicide prevention will be promoted through the Employee Assistance Program, resource signage in police facilities, brochure distribution, the announcement of COPLINE, 9-8-8, and Crisis Text Line, streaming videos, and clinical assessments by the Professional Counseling Division, as well as partnerships with the Chicago Police Memorial Foundation, the Illinois Department of Human Services, the Meadows Mental Health Policy Institute, and the Quell Foundation. In addition, the department will offer a new electronic wellness application.
- ★ Grow the Training and Support Group Community Engagement Section to collaborate with the Training Community Advisory Committee (TCAC) and other partners on the review, development, delivery, and observation of curriculum, expand the total hours of recruit training that involve community participation and engagement, foster ongoing community dialogue, and coordinate community service and other engagement projects. Collaboration and strategic partnerships are fundamental to improving training outcomes. The Training Division will continue to develop strong community partnerships with community members to actively help train department members to enhance transparency, credibility, trust, and respect.
- ★ Create a dedicated Quality Control Section in the Training Division to manage instructor performance evaluations, course evaluations, and career progression. This section will develop and implement a process that provides for the collection, analysis, and review of course and instructor evaluations to document the effectiveness of existing training and to improve the quality of future instruction and curriculum. The process will include member feedback on the training they have received and an analysis of the extent to which such training is reflected in how members perform.



- ★ Achieve a successful transition to the Public Safety Training Center and take full advantage of the advancements in the training environment and resources it will provide, with a particular focus on scenario-based recruit and in-service training. The Training Division will also focus on cross-training instructors to ensure they are equipped to deliver effective interdisciplinary instruction. This will reinforce concepts taught in other training sessions. This facility will align the department's resources with 21st-century best training practices.

The "Bauer-Plummer Public Safety Training Center," which opened in early 2023, is a modern training facility and will replace the police training academy at 1300 W. Jackson Blvd., built in 1976; the fire prevention training facility at 1010 S. Clinton St., built in 1950; and the Fire Academy South at 1338 S. Clinton St., built in 1965.





- ★ Continue to expand upon the Training and Support Group's ability to meet the growing demand for corrective training in response to the Tactical Review and Evaluation Division's analysis of use of force incidents. This will be accomplished by incorporating new simulation technology, committing staff to a scenario-based learning cadre, and harnessing the resources at the new Public Safety Training Center.
- ★ Update the Basic Law Enforcement curriculum to include more hands-on, scenario-based training and new Illinois Law Enforcement Training and Standards Board recruit training mandates. Revised recruit curricula will include new courses in awareness of wrongful conviction avoidance, gender responsiveness, and Crisis Intervention Team concepts. It will also expand control and arrest tactics integrated exercises and revamp the firearms training courses.
- ★ The Training and Support Group continues its commitment to reinforcing the principles of procedural justice, de-escalation, impartial policing, community policing, and constitutional policing throughout its training programs in 2023.

The principles described below will be intertwined in the 2023 In-service Training Program and will include the following courses:

- ★ The De-Escalation, Response to Resistance, and Use of Force courses are designed to reinforce knowledge, skills, and effective techniques for officers to identify, reduce, or eliminate the need to use force. The course emphasizes the core ideal of the sanctity of human life by equipping participants with de-escalation strategies to slow down situations and create additional options to safely achieve resolution. Integrating Communications, Assessment, and Tactics (ICAT) is a training program that provides first-responder police officers with the tools, skills, and options they need to successfully and safely defuse a range of critical incidents. Developed by the Police Executive Research Forum (PERF) with input from hundreds of police professionals from across the United States, ICAT takes the essential building blocks of critical thinking, crisis intervention, communications, and tactics and puts them together in an integrated approach to training.

ICAT is designed especially for situations involving persons who are unarmed or are armed with weapons other than firearms and who may be experiencing a mental health or other crises. The training program is anchored by the Critical Decision-Making Model, which helps officers assess situations, make safe and effective decisions, and document and learn from their actions. ICAT incorporates different skill sets into a unified training approach that emphasizes scenario-based exercises, as well as lecture and case study opportunities (ICAT, PERF). The course will provide department members with updates to the field operations suite of directives and any legal updates.

- ★ The Active Bystandership for Law Enforcement (ABLE) refresher course will prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. ABLE training is based on a professionally designed curriculum that draws on decades of social science research and uses adult-based learning methods to deliver learning effectively. ABLE employs evidence-based practices to give officers the tools and skills they need to perform an intervention. ABLE also teaches the science behind the skills, so that officers have



a better understanding of why ABLE works and thus can use it more effectively (Active Bystandership for Law Enforcement Project).

- ★ The Fair and Impartial Policing course was funded by the U.S. Department of Justice to develop a curriculum for recruits and police officers to understand that even well-intentioned people have biases; understand how implicit biases impact what we perceive or see and how this can (unless prevented) impact what we do; understand that fair and impartial policing leads to effective policing; and use tools that help (1) recognize conscious and implicit biases and (2) implement “controlled” (unbiased) behavioral responses (Fair & Impartial Policing LLC).
- ★ The Emergency Vehicle Operations Course provides participants with basic knowledge and skills with safer driving techniques and accepted practices when initiating a vehicle stop in which the member conducts a balancing test while following department eluding and pursuit policies. The participants will be presented with several safer driving techniques along with driving simulator scenario-based events to make cognitive decisions when choosing whether to initiate the pursuit of a fleeing vehicle. The participants will learn techniques that are nationally accepted standards and best practices.
- ★ The Officer Wellness course is designed to help participants understand that psychological and emotional wellness is critical to officers' health, relationships, job performance, and safety. To address these needs, the In-service Officer Wellness course will instruct officers on sleep deprivation and sleep hygiene, nutrition and meal prep for shift work, emotional resilience techniques, and Yoga for First Responders. The instructors will gauge student comprehension of learning concepts during training by posing questions, facilitating in-class discussion, and observing written reflections. This training will consist of a combination of lectures and individual and group tabletop exercises. There will be a pre-test, a post-test, and a course and instructor evaluation.
- ★ The Constitutional Policing course will develop officers capable of following the letter and spirit of the law as it pertains to the First Amendment, Fourth Amendment, and recent legal updates affecting peace officers in the State of Illinois. CPD policy developments related to legal issues, such as investigatory stop reports, will be discussed. The goal of this training is to increase procedural justice and police legitimacy, thereby promoting community trust, by ensuring that department members perform their duties in a manner that fully complies with the Constitution and laws of the United States and the State of Illinois.



2023 In-Service Training Plan

Courses	Number of Hours
<p>De-Escalation, Response to Resistance, and Use of Force – Police Executive Research Forum (PERF) and Integrating Communication, Assessment, and Tactics (ICAT)</p> <ul style="list-style-type: none"> • De-Escalation • Legal and Policy Updates • Communication Skills • Report Writing • Body Worn Camera • Officer Safety and Tactics 	<p>12-hours +2-hours Chicago Directives</p>
<p>Active Bystandership for Law Enforcement (ABLE)</p> <ul style="list-style-type: none"> • Use of Force • Officer Safety, De-escalation and Control Tactics • Legal and Policy Updates 	<p>2-hours</p>
<p>Fair and Impartial Policing</p> <ul style="list-style-type: none"> • Hate Crimes • Cultural Competency 	<p>4-hours</p>
<p>Emergency Vehicle Operations Course (EVOC)</p> <ul style="list-style-type: none"> • In-car Camera • Searching of People and Vehicles • De-escalation Tactics • Legal • Report Writing 	<p>4-hours</p>
<p>Officer Wellness</p> <ul style="list-style-type: none"> • Sleep Deprivation and Sleep Hygiene • Functional Nutrition and Meal Prep for Shift Work • Emotional Resilience Techniques • Yoga for First Responders (YFFR) 	<p>8-hours</p>
<p>Constitutional Policing</p> <ul style="list-style-type: none"> • Legal and Policy Updates • Body Worn Camera/In-Car Camera • Community Policing • Civil Rights • Human Rights • Searching of People and Vehicles • De-escalation • Report Writing 	<p>8-hours</p>



Increased the Number of Certified Instructors

The TSG Career Development Section (CDS) facilitated several Instructor Academies (IAs) in 2022 to increase the number of members properly qualified and trained for instructional roles. This initiative ensured that supervisors throughout the department are supported and experienced in delivering effective roll-call training in a leadership capacity. As operational needs dictate, the Training and Support Group can request department members who have completed IAs to be detailed to the Training Division for a tour of duty to act as support personnel or training instructors.

In total, there were twelve forty-hour Instructor Academies (IAs) held in 2022 resulting in 268 members being trained. In all, 32 members and non-CPD civilian staff with prior training and experience in instruction attended three one-day IAs. In total, the CDS trained 300 total members in the IA program.

The 40-hour sessions were spread out throughout the year and often ran simultaneously with other programs CDS was facilitating. The following is a breakdown of when the forty-hour IAs were conducted: two in January, one in February, two in March, two in May, one in July, two in August, one in September, and one in October. The one-day refreshers were held as follows: one in November and two in December.

CDS completed training in all twenty-two districts in the administration of naloxone, bringing the Opioid Overdose Reversal Program citywide. In July, CDS facilitated a train-the-trainer course for members of the LEMART section so they could assist with teaching Naloxone classes. The LEMART cadre assisted CDS in delivering the Naloxone classes in August and September. This was the last round of initial Naloxone training for the Bureau of Patrol and was delivered on all three watches in 014, 016, 017, 020, 022, and 024. CDS and LEMART teams trained 785 members in approximately seven weeks.

To date, there are 5,326 active members trained department-wide in how to administer naloxone to reverse an overdose, with 51 applications administered in 2022 by CPD members. Moving forward in 2023, recruits will be issued naloxone in advance of their field training program.

Completed Supportive Training

Supportive training is recommended after an after-action review of a use of force incident by either the Force Review Board, the Tactical Review and Evaluation Division, the Bureau of Internal Affairs, or Corporation Counsel. Supportive training aims to help officers improve their skills to mitigate future risks to officer safety and the safety of the community.

Supportive Training	
82	Officers received supportive training
156	Total hours of training provided



The Peak Performance Driving Unit also completed recruit and in-service training as well as supportive training from the Traffic Review Board and Civilian Office of Police Accountability.

CPD Career Service Rank Promotional Process

CPD's career service rank promotional process applies to the ranks of sergeant, lieutenant, and captain. The City of Chicago Department of Human Resources (DHR), the Office of Public Safety Administration Human Resources Division, and select outside vendors are charged with administering the promotional processes for all sworn career service positions. CPD, in conjunction with the DHR testing manager, may use a vendor to administer promotional tests.

Eligibility to take a promotional exam is based on time of service, time in rank, and minimum educational requirements. The promotional process for the ranks of sergeant and lieutenant includes a two-part examination for eligible candidates.

1. **Part I:** Written Qualifying Examination—This is a pass/fail examination of job knowledge. Candidates must pass this exam to advance to Part II and be eligible for merit selection.
2. **Part II:** Assessment Exercise—This assessment requires the application of knowledge, skills, abilities, and other characteristics. Part II exam scores result in a rank-order promotional list.

No less than 70% of those persons selected for promotion to sergeant or lieutenant in each promotional round will be selected in rank order based on the assessment exercise. No more than 30% selected for promotion will be selected via merit promotion. Merit promotions are determined at the discretion of the Superintendent.

For promotion to captain, eligible candidates must submit an application, which is screened by the Captains' Screening Board (two captains, two district commanders, and two deputy chiefs from the Bureau of Patrol). The Merit Board will review successfully screened applications and make recommendations to the Superintendent. The Superintendent will have sole discretion to select candidates for appointment to Captain.

Exempt command staff supervisors (e.g., commander and deputy chief) are appointed by the Superintendent.

After delays due to Covid-19, the department held part two of a sergeant's exam in 2021 and began promoting from this list in 2022. In addition, the department held part one of a lieutenant's exam in February 2022 and part two in March 2022. The department also began promoting lieutenants from this list in January 2023.

Pre-Service Promotional Training

Pre-service training is critical to ensure that CPD supervisors hone the skills to become, or continue to grow as, effective supervisors. As they engage with their subordinates, it is important to lead by example to ensure lawful, safe, effective, accountable, and community-centered policing. Pre-service training also reinforces CPD's commitment to procedural justice, de-escalation, impartial policing, and community policing. The pre-service training program utilizes internal and external instructors and leverages adult learning principles to engage learners. Training also includes observation days, which allow the trainees



to spend a tour of duty with a ranking member to observe the job characteristics, responsibilities, and day-to-day requirements.

2022 Pre-Service Promotional Training Attendees

299 Sergeants

95 Lieutenants

63 Captains

18 Exempt members

The Training Division also delivered Annual Supervisor Refresher Training in 2022, from February to May, with monthly make-up sessions running through October. A total of 1,550 supervisors completed the training—more than 97% of all CPD supervisors. Supervisors received refresher training related to their supervisory duties and managerial and leadership skills.

Field Training Officers

Field training officers (FTOs) receive initial and refresher training related to management, mentoring, community policing, effective problem-solving techniques, ethics, diversity, field communication, and any recent substantive changes made to the recruit training curriculum.

In 2022, there were five initial FTO classes, resulting in the addition of 100 new FTOs and 91 Acting FTOs. The Annual FTO Refresher started at the end of 2022, and though it is set to culminate in 2023, there have already been eight out of twelve sessions with 75 FTOs instructed.

School Resource Officers

CPD officers assigned to work in CPS schools as school resource officers receive specialized initial and annual refresher training on a variety of topics pertinent to their responsibilities, including school-based legal topics; cultural competency; problem-solving; the use of de-escalation techniques, restorative approaches, available community resources, and alternative response options; youth development; crisis intervention; disability and special education issues; and methods and strategies that create positive interactions with specific student groups such as those with limited English proficiency, LGBTQI students, or students experiencing homelessness.

Several community-based organizations, including the National Alliance on Mental Illness (NAMI), Center on Halsted, Sikh-American Legal Defense and Education Fund, Chinese American Service League), All Chicago, and Ignite Chicago designed and delivered the 2022 Annual SRO Refresher Course, resulting in 95 members being trained over five sessions.

Community Partnership

The Training and Support Group (TSG) and the Office of Community Policing (OCP) collaborated to encourage continued participation from community members in training. The TSG worked closely with OCP to foster information sharing, discussion, and participation with the community. TSG's goal was to promote training that builds public trust and confidence in the department, as well as training to ensure constitutional and effective policing, officer and public safety, and sustainable reforms. TSG continues to work on its community engagement and the integration of community policing philosophy into training to promote and support the use of community partnerships and problem-solving techniques.



TSG also continued its partnerships with community affinity groups through its Training Community Advisory Committee (TCAC). The TCAC was comprised of the following representatives in 2022:

1. Access Living
2. Anti-Defamation League
3. The Arc of Illinois
4. Bobby Wright Comprehensive Behavioral Health Center
5. BUILD, Inc.
6. Center on Halsted
7. Ignite Chicago
8. Metropolitan Family Services
9. NAMI Chicago
10. Thresholds
11. Westside Association for Community Action for Youth
12. Northwestern University
13. Greeley Hansen (Community Policing Advisory Panel)
14. Mujeres Latinas en Accion
15. Hispanic Lawyers Association of Illinois
16. Metropolitan Family Services
17. Sikh American Legal Defense and Education Fund
18. Chinese American Service League
19. American College of Chest Physicians, Director, Diversity Equity Inclusion and Belonging

TSG also collaborated with the Boys and Girls Club of Chicago (BGCC) to provide a transformational opportunity for Chicago's young people and department members. CPD and BGCC both view this joint venture as an opportunity to build relationships between local youths, ages five to eighteen, and department members. Opportunities for recruits and seasoned officers to interact with local youth will increase in 2023 because BGCC will be located adjacent to the Public Safety Training Center where recruits and in-service members will receive training.

Collaboration between the Training and Support Group and the Metropolitan Peace Academy (MPA) was established to expand the recruit curriculum to include more community engagement and immersion experiences. The new MPA curriculum will create a unique learning experience that will increase recruits' capacity to work effectively and respectfully with community members and stakeholders in their assigned districts throughout the city. This collaboration will continue in 2023.

To add to the quality and effectiveness of training programs, the Training Division sought the assistance of outside experts in developing and delivering CPD curricula and lesson plans on the following topics:

- ★ The Active Bystandership for Law Enforcement course, part of the 2022 in-service training program, was designed to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention. It was created by the Center for Innovations in Community Safety, Georgetown Law. In the summer of 2022, TSG instructors received a train-the-trainer facilitated by Georgetown Law to effectively implement this course.
- ★ The 2022 Gender-Based Violence course, also part of the 2022 in-service training program, was created by the National Police Foundation. The course was designed to enhance the CPD's response



to allegations of sexual assault, stalking, and domestic violence, including how to effectively recognize and investigate such incidents and collect information necessary for successful investigations. The course emphasized the application of principles of trauma-informed policing to interactions with victims of sexual assault and domestic violence to promote empathetic and productive responses and procedures for referring and connecting victims to local resources.

- ★ The Training and Support Group continued its partnership with the Anti-Defamation League to ensure all department members completed the Procedural Justice 3 course. The course included fundamentals of managing bias and awareness of impartial policing concepts, including procedural justice, police legitimacy, and the existence of and methods for minimizing the impact of implicit bias.

Newly Developed Web-Based (Video) Instructional Materials

TSG continues to deliver robust video and web-based instructional materials through newly developed eLearning and streaming videos. These innovative web-based training videos ensure that CPD members are kept up to date on changes in law, policy, and procedures while making sure the training content is appropriate for sustainer training and enhances CPD members' knowledge base on essential topics.

In 2022, the following eLearning exercises were developed and delivered:

- First Amendment
- Crisis Intervention Training Policy eLearning
- Crime Victim Assistance S02-01-03
- CPD BIA and COPA Administrative Investigations and Discipline
- Juvenile Arrestee Considerations
- Traumatic Incident Stress Management (TISMP)
- Criminal Enterprise Information System (CEIS)
- Hate Crimes Refresher
- Emergency Mobilization Plan Training
- Annual Detention Facility Review
- Annual Prescribed Firearms Qualification
- Annual Taser Recertification Qualification
- Ethics + Sexual Harassment
- Fraternalization Policy
- Active Threat
- Emergency Mobilization Plan Training
- 2022 Positive Community Interactions
- Foot Pursuit Policy
- Curfew
- Curfew self-train bulletin
- Monthly directives self-train eLearning
- Squadrol Operating Procedures
- Active Threat
- Pretrial Fairness Act (PFA)



In 2022, the following streaming videos were developed:

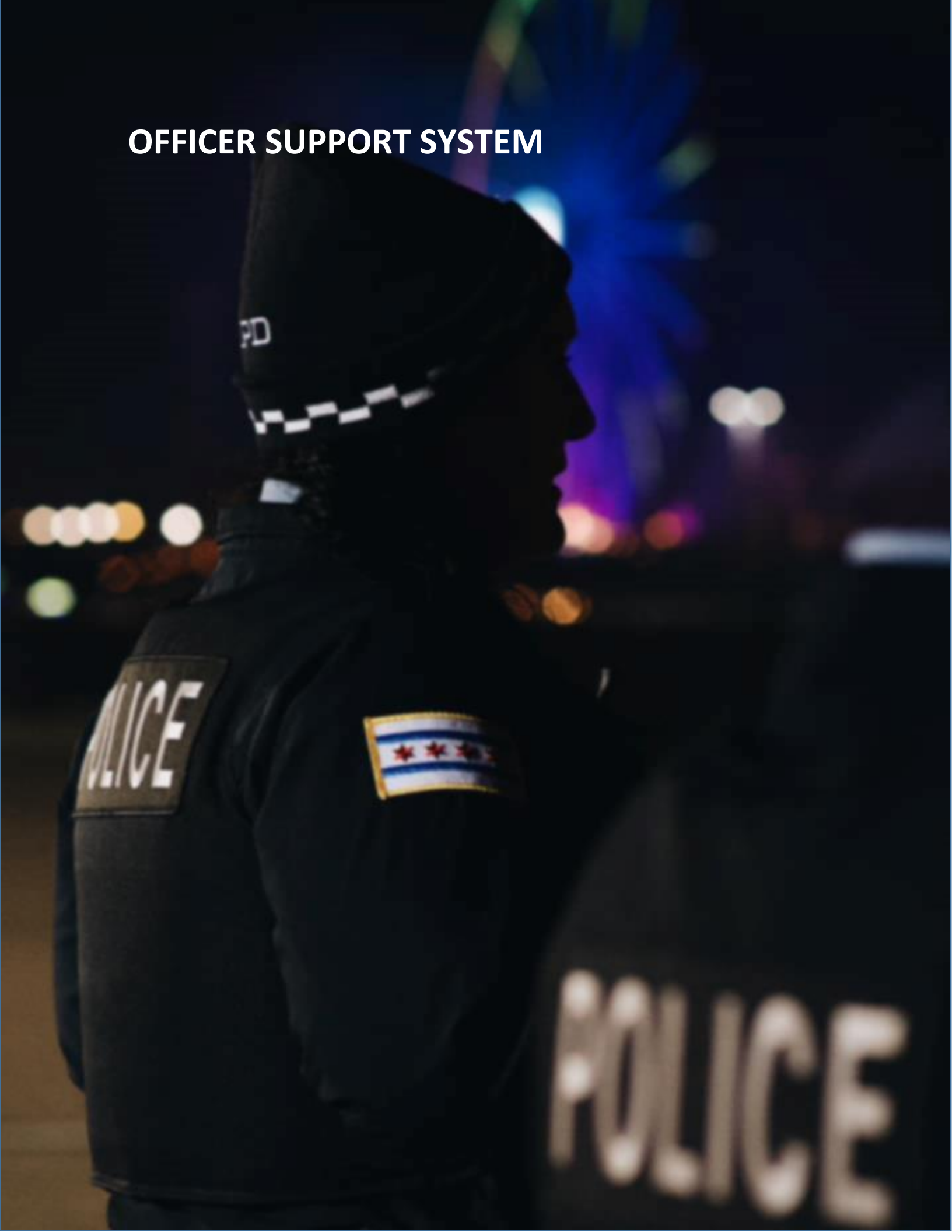
- V423 Officer Worn Body Camera Act 2022 Updates
- V424 Perfecting Firearm Violations for Successful Prosecution
- V425 2022 St. Jude March
- V426 Traffic Direction
- V427 Language Line Solutions for Public Safety
- V428 POWER Test for Sworn Members—Update
- V429 Suicide Prevention
- V430 The Public Safety Interview
- V432 Marine Unit Swimming Skills Test

The following additional training videos were also created by TSG Video Services:

- Law Enforcement Medical and Rescue Training
- POWER. Test Candidate Video
- Body-Worn Camera Assigning and Unassigning Tutorial Video
- Procedural Justice for Supervisors Positive and Negative Interactions
- Procedural Justice for Supervisors 2 Difficult but Crucial Conversations
- Community Policing Instructor Recording
- Emergency Mobilization Plan Training
- Field Force
- Crisis Intervention Training Refresher
- Hate Crimes
- CPD Cold Case Series: Episode 01 Kevin Clewer
- CPD Cold Case Series: Episode 02 Elizabeth Dunlap
- CPD Cold Case Series: Episode 03 Sadaria Davis
- CPD Cold Case Series: Episode 04 Lizzie and her daughter Lucretia
- CPD Cold Case Series: Episode 05 Veronica Williams and Brenda Graham
- CPD Cold Case Series: Episode 06 Gwen Williams
- CPD Cold Case Series: Episode 07 Elisa Vargas
- CPD Cold Case Series: Episode 08 Angie Monroy
- CPD Cold Case Series: Episode 09 Kierra Coles



OFFICER SUPPORT SYSTEM





Officer Support Unit

The Officer Support Unit (OSU) is responsible for administering the Department's performance management programs, which include the Personnel Concerns Program, the Behavioral Intervention System, and the Non-Disciplinary Intervention System. In addition, the unit (in coordination with both the Medical Section and Office of Public Safety Administration Human Resources) is charged with managing the Department's Fitness for Duty program for officers who are attempting to return to duty after various medical or psychological leaves. In 2022, OSU continued to effectively manage each of these functions in coordination with partner units from both the Office of Public Safety Administration (OPSA) as well as the Bureau of Internal Affairs.

In addition to its performance management responsibilities, OSU is charged with running the Department's next-generation early-intervention initiative known as the Officer Support System (OSS). OSS utilizes an advanced algorithm (developed by data scientists from the University of Chicago's Crime Lab) to analyze department data and identify members who are at a statistically increased risk of being involved in a future adverse event. Specifically, OSS is designed to proactively identify those members at risk of one or more of the following:

1. A future sustained excessive force complaint;
2. A future Department suspension;
3. A future off-duty complaint; and
4. A future domestic abuse or substance abuse complaint.

OSS is designed to assist supervisors in *proactively* supporting their staff in a non-disciplinary manner. Once a member is identified by the automated system, OSU staff work collaboratively with the member's unit supervisory team to identify, recommend, and connect them with pre-arranged supports and services.

OSS initially launched as a pilot program in the 5th District in 2020. In 2023, the program is slated to expand to the 6th District and beyond. In 2022, OSU staff began preparing for this program expansion by assisting the Training and Support Group in developing a new OSS e-learning module, which will be offered to members of all ranks before program expansion. OSU staff also offered more than a dozen in-person training sessions for sworn supervisors in the 6th District providing program/policy information, data model familiarization, hands-on technical computer training, and mentorship/coaching skills. Finally, OSU staff continued to work with both OPSA Information Technology staff as well as the Crime Lab to further refine and improve upon the OSS application and data models.



Chicago Police Memorial Foundation

MISSION – PURPOSE – GOALS

The Chicago Police Memorial Foundation (CPMF) is a not-for-profit organization dedicated to honoring the lives of our fallen heroes and assisting those heroes in need. The Foundation strengthens the relationship between the Chicago Police Department, its business and civic leaders, and its citizenry. It allows us to express our gratitude to the fallen officers' families for the ultimate sacrifice of their loved ones and provides support and assistance to the families of Chicago police officers who are killed or catastrophically injured in the line of duty.

CPMF already completed (and now maintains) the nation's finest police memorial in Gold Star Families Memorial and Park located on our city's lakefront. Now the **Mission Beyond the Memorial** continues the tradition of loyalty and generosity of the Chicago Police Department and focuses on the needs of the men and women of this great department, and their families. Since 2007, \$18.2 million in assistance has been given to Chicago police families in need.

The Chicago Police Memorial Foundation continues to answer the call for help. Upon being asked by the Superintendent, CPMF immediately purchased 1,650 ballistic helmets for our officers on the frontlines. These new, upgraded helmets include Kevlar protection and laser beam reflectors as part of the face shield.

In 2022, CPMF distributed \$1.5 million in assistance to Chicago police families in need and sponsored many other events to benefit CPD officers. Namely, the foundation's "Get Behind the Vest" campaign provided more than five hundred ballistic vests and outer vest covers to CPD members.

A vest isn't bulletproof forever. It wears out. It breaks down. It needs to be replaced every five years. And just one bullet permanently damages a vest, making it unusable. Chicago police officers are responsible for replacing their vests. At \$500 or more per vest, in addition to other equipment and uniform expenses, the costs can quickly add up. That's why we need your help. Your donation ensures that every officer out there protecting you is protected.

The Chicago Police Memorial Foundation has extended the Get Behind the Vest Program to supply vests to Chicago Police K9 officers. We are now protecting the K9s who protect our officers! <http://www.cpdmemorial.org>.



OPERATIONAL EXCELLENCE



Department Vision:

That all people in the City of Chicago are safe, supported, and proud of the Chicago Police Department



Crisis Intervention Team (CIT)

The Chicago Police Department seeks to prioritize the sanctity of life and enhance its response in all community encounters, including mental and behavioral health-related incidents. The Department's Crisis Intervention Team (CIT) Program facilitates and acts in coordination with law enforcement, prosecutors, courts, designated mental health intake facilities, mental and behavioral health service providers and advocates, and the community to reinforce the safe and dignified treatment of persons experiencing a mental health crisis.

The CIT Program operates citywide on all watches and serves to improve the Chicago Police Department's competency and capacity to effectively respond to individuals in crisis; de-escalate crises to reduce the need to use force against individuals in crisis; and improve the safety of officers, individuals in crisis, family members, and community members. The CIT Program encompasses training, community engagement, and field support functions in furtherance of promoting community-oriented solutions to assist individuals in crisis and reducing the need for individuals to have further involvement with the criminal justice system.

The CIT Program is administered by and under the command of the Crisis Intervention Unit in the Office of Constitutional Policing and Reform. The CIT Program is supported by the CIT Training Section and CIT District, Operations, and Community Support which is centralized in the Training Division. CIT District, Operations, and Community Support includes decentralized Area teams that assist in carrying out the objectives and functions of the CIT Program at the district level.

The CIT Program staff is charged with improving the Department's response to mental and behavioral health-related service calls and facilitating and coordinating law-enforcement services provided to the mental and behavioral health community. This is achieved by developing, evaluating, and improving department crisis-intervention-related policies, training, and operations to better identify and respond to individuals in crisis.

CIT Program has several responsibilities. One of those responsibilities is to provide training to all department members. The training section is currently staffed by two sergeants and six police officers. CIT training includes the initial 40-hour Basic Crisis Intervention Team (CIT) course, the 16-hour CIT Refresher, and the 40-hour Advanced CIT Youth. In 2022, training was less impacted by COVID than in 2021. As such, CIT was able to train a total of 1,279 officers between the thirty-one 40 Hour Basic Course classes and the thirty-two 16 Hour Refresher Course classes. By September 2022, the Crisis Intervention Team (CIT) Program was updated and approved by the Independent Monitoring Team. All Department members, regardless of designation as a Certified CIT Officer, received an hour of eLearning training on CIT policy updates and completed an eight-hour in-service course on crisis intervention.

As of January 2023, the Chicago Police Department had a total of 3,682 trained CIT officers accounting for 32% of the department's workforce. In 2022, The Chicago Police Department responded to a total of 61,680 CIT-related calls for service. Of those calls, a trained CIT officer responded to approximately 37,008 or 60% of CIT-related calls. The CPD's goal is to have a trained CIT Officer available to respond to at least 75% of all CIT-related calls—citywide.

In the 4th quarter of 2022, all sworn members of the department were enrolled in a CIT online training module. The purpose of the training is to familiarize all department members, even those not certified in CIT, with how to respond to an assignment with an individual in crisis or other mental health conditions.



In addition, CIT staff worked in concert with the CPD Training Division to provide an eight-hour block of instruction to all Department members. This training component delivered an overview of the CIT program and made certain that all department members know the basics of how to respond to a CIT call and the requisite reporting procedures. Through January 2023, 93% of all CPD members had completed this training. The remaining members will receive the training during the upcoming months. Additionally, in July of 2022, CIT team members worked alongside training academy staff on an eight-hour block of instruction as part of the CPD recruit training curriculum. The Training Division began teaching this class in August 2022.

Crisis Intervention Team District, Operations, and Community Support (DOCS)

CIT also includes the District, Operations, and Community Support (DOCS) Program which aims to reduce the frequency and severity of service calls involving individuals in crisis. DOCS is divided into five distinct area teams and an administrative team. The five DOCS area teams are led by three sergeants, and each team has two to three officers. Their duties include reviewing every CIT Report submitted and following up as appropriate after the review. This follow-up can be with the district officers, the individual in the report, or family members of the individual listed. This follow-up may include assistance with involuntary petitions, referrals, or connections to outside resources. If appropriate, DOCS officers work with courts to ensure an individual arrested can receive court-ordered mental health services. DOCS officers also work with families and courts in obtaining writs and serving the writ for individuals suffering from mental health conditions. DOCS Officers review and follow up with involved parties named in CPD reports involving individuals in crisis—to offer resources to those affected. In 2022 there were 8,444 CIT-related reports completed by CPD members.

During 2022, DOCS and the National Alliance for Mental Illness (NAMI) collaborated on the “Connect and Protect” grant. The premise of this grant is for DOCS officers to be able to refer individuals in crisis to work collectively with NAMI. In this newly formed partnership, DOCS and NAMI staff conducted roll call training sessions to inform CPD members of their alliance and the procedures to follow to be able to refer individuals to NAMI, with or without the assistance of CIT DOCS personnel.

DOCS also help to prevent unnecessary incarceration or hospitalization of individuals living with mental health conditions, substance use disorders, or co-occurring disorders through the Narcotics Arrest Diversion Program (NADP). DOCS team members conduct NADP roll call training in all patrol districts. In May of 2022, NADP expanded the program citywide and included additional eligible narcotic types and associated weight limits. The program was further expanded in November to include 24/7 referrals. Again, roll call training sessions were conducted in patrol districts with our partner agency, Thresholds, to ensure that all members are aware of the new changes.

An audit of the NADP program is performed regularly to ensure department members adhere to CPD’s policy governing the NADP. Additionally, CIT requires that patrol districts carry out corrective training with members that fail to make diversions on eligible arrests. Since its rollout in 2018 through 2022, there have been a total of 1,267 individuals successfully diverted to a treatment provider or social service agency instead of criminal charges, 401 in 2022 alone.

Naloxone

DOCS also oversees the Opioid Overdose Reversal (Naloxone) Pilot Program. An opioid is a drug that depresses the activity of the central nervous system and suppresses respiration. Suppressed respiration



results in a lack of oxygen to the brain, which can cause brain damage within minutes and may cause a person to stop breathing. The Opioid Overdose Reversal program was implemented on July 1, 2018. Since then, through the end of 2022, department members have administered Naloxone a total of 345 times, including 51 times in 2022. Over the summer of 2022, the program was expanded to the six remaining districts with the help of the Training Division staff. As such, the Narcotics Arrest Diversion Program was expanded to all 22 districts and 24/7 operations.

CIT is working with the training academy staff to allow CIT members to be the principal responsible for training department members in the future and for the procurement and distribution of Naloxone/Narcan to units/districts. In early 2023, CIT and training academy personnel will begin distributing Naloxone kits to CPD recruit members to be carried out for field readiness.

Crisis Assistance Response and Engagement (Care)

DOCS members also oversee the Crisis Assistance Response and Engagement (CARE) Team Pilot Program. A CPD CIT-trained and certified officer is embedded with a Chicago Fire Department Community Paramedic and a Chicago Department of Public Health licensed clinician. This team is referred to as a multi-disciplinary response team (MDRT). The CARE MDRT provides face-to-face engagement, crisis de-escalation, medical and psychosocial assessment, and refers or provides a “warm hand-off” to community resources by non-emergency transport, care coordination, and follow-up for individuals between 18 and 65 years of age who were the subject of a 911 call for a mental health crisis. The CARE MDRT can respond to locations that include residences, workplaces, and public settings and has been operational since mid-2021 in the 19th and 6th districts.

Later in 2022, the CARE program expanded to include an alternative response team consisting of a Chicago Fire Department Community Paramedic and a Chicago Department of Public Health licensed clinician, a distinct model without a CPD Certified CIT officer. The alternative response team works on certain beats in the 7th and 8th Districts. In 2023, the program plans to expand to the West Garfield Park area with an alternative response team focused on addressing substance abuse disorders. CARE will also add another MDRT into the 4th or 24th districts late in 2023.

Community Engagement

In 2022, CIT’s community engagement included in-person presentations with the Chicago Council on Mental Health and Equity (CCMHE) to include ongoing policy review, question and answer sessions, and comments. The CCMHE was also able to observe basic and refresher training sessions. CIT gave presentations to the Community Academy. Additionally, community groups were invited to and attended each of the eight-hour In-Service Crisis Intervention classes related to community-based mental health resources. Lastly, the Basic and Refresher CIT courses continue to utilize community members with real-life experience as role players for the scenario-based components of the training.

CIU continues to work with the Mayor’s Office to finalize a crisis intervention plan and CIT Officer Implementation and Response Plan consistent with the consent decree. Additionally, the CIU works collaboratively with the Office of Community Policing to implement strategies to complete the work of the CIT District Level Strategy. CIT training for the 2023 calendar year includes 25 Basic Courses, 34 Refresher Courses, 3 Youth Courses, and 3 Veterans courses.



CPD Emergency Medical Care

As conveyed in CPD policy, the department's highest priority is the sanctity and preservation of human life. First and foremost, CPD policy requires department members to summon medical aid, either by requesting an ambulance or transporting persons directly to a hospital, whenever there is an apparent injury or complaint of injury. In addition, CPD provides officers with **Law Enforcement Medical and Rescue Training (LEMART)**. This hands-on, scenario-based training provides department members with tools and skills to potentially stabilize a person until emergency medical personnel can arrive on the scene. This includes training on direct pressure bandaging, the use of chest seals, the application of tourniquets, utilization of QuickClot gauze, and recovery positioning. To watch a short department video of LEMART training in action, please visit <https://www.facebook.com/ChicagoPoliceDepartment/videos/lemart-training/3470985636351223/>.



Department members who complete LEMART training are issued an Individual First Aid Kit (IFAK) to take with them into the field. IFAKs may include a tourniquet, chest seal, direct pressure bandaging, trauma shears, QuickClot gauze, petroleum gauze, a face shield, and medical gloves. Throughout the year, the Training and Support Group continued to train new and incumbent department members on LEMART. In 2022, 594 CPD recruits completed the initial LEMART course, and 1,722 incumbent department members trained in the LEMART refresher course. **In 2022, CPD documented 70 tourniquet applications by its**



members. Since August 2018, there have been a total of 286 tourniquet applications by CPD members before emergency medical services arrive. Through the efforts of both the department's Awards Section and the LEMART training team, CPD continues to emphasize the importance of the sanctity and preservation of life by providing positive recognition to department members who utilize these life-saving skills.



Accountability—Bureau of Internal Affairs (BIA)

The members of the Chicago Police Department's Bureau of Internal Affairs (BIA) are committed to conducting complete and thorough investigations into allegations of misconduct against department members within the parameters of department policy, applicable laws, and collective bargaining agreements. The mission of the BIA is "to ensure the integrity and ethical conduct within the department through leadership, education, and accountability."

The Bureau of Internal Affairs understands any misconduct undermines the CPD's relationship with the community, and when misconduct is reported, the goal of BIA is to come to a resolution and correct behavior that is contrary to the department's mission. The Bureau of Internal Affairs is committed to the following:

1. Treating reporting parties impartially and respectfully;



2. Conducting thorough, objective, and timely investigations;
3. Updating reporting parties on the progress of the investigation; and
4. Ensuring transparency.

Investigation Organizations

The investigation of any allegation of misconduct against Chicago Police Department members is conducted by the Civilian Office of Police Accountability (COPA), the Office of Inspector General (OIG), and the Chicago Police Department's Bureau of Internal Affairs (BIA). COPA investigates allegations that are specifically defined by city ordinance, some of which include officer-involved shootings, excessive force, and Fourth Amendment violations. BIA investigates all allegations of misconduct that do not fall under COPA's investigative jurisdiction, and the OIG has the authority to investigate any allegation of misconduct against all City of Chicago employees.

Procedures

All registered complaints of alleged misconduct are assigned a log number. The log number is a unique tracking number that remains associated with the investigation for the duration and is given to the reporting party. In most circumstances, COPA has the authority to determine which agency (COPA or BIA) has jurisdiction to investigate the log number complaint. COPA will then forward log number complaints to BIA to be promptly assessed, a preliminary investigation initiated, and the BIA investigator or district accountability sergeant assigned. The assigned investigator will contact the complainant, collect evidence, locate and interview witnesses, and interview accused CPD members. The investigator continues to work on the case until a fair and complete conclusion can be reached. The progress of the investigation requires adherence to timeframes designated in department policy and is monitored by BIA supervisors.

BIA Policies—2022 Revisions

In 2022, BIA worked with the CPD's Research and Development Division in drafting new Department-wide policies that govern misconduct investigations. The following new and revised policies were finalized by the end of 2022:

- G08-01, Complaint and Disciplinary System (revised)
- G08-01-01, Complaint and Disciplinary Definitions (new)
- G08-01-02, Complaint Initiation and Log Number Investigation Assignment (revised)
- G08-01-03, Conflicts of Interest (revised)
- G08-01-05, Department Member Bill of Rights (new)
- S08-01, Complaint and Disciplinary Investigators and Investigations (revised)
- S08-01-01, Log Number Case Management System (new)
- S08-01-02, Investigation Timelines and Benchmarks (new)
- S08-01-03, Communication Procedures and Timelines (new)
- S08-01-04, Initial Investigatory Responsibilities in Log Number Investigations (new)
- S08-01-05, Conducting Log Number Investigations (new)



- S08-01-06, BIA Supervisor Responsibilities in Log Number Investigations (new)
- S08-01-07, Command Channel Review (revised with a new policy number)
- S08-01-08, Post-investigation Log Number Procedures (revised with a new policy number)
- S08-01-09, Requirements of a Complete Log Number Investigative File (new)

The above policies (except for G08-01-05) were posted to the Department's website to allow for public comment. The "G08" policy series was posted publicly for 15 days, from Dec. 12, 2022, to Dec. 27, 2022. The "S08" series was posted for 36 days, from Oct. 26, 2022, until Nov. 30, 2022.

Community—Police Mediation Pilot Program

In late September 2022, CPD introduced the Community-Police Mediation Pilot Program to provide a non-disciplinary alternative (for eligible complaints) to the traditional complaint process with COPA and BIA. The pilot program allows community and department members to voluntarily participate in a face-to-face discussion of the allegations of misconduct and arrive at a mutually agreeable resolution. The pilot program utilizes an impartial community mediator, the Center for Conflict Resolution, to facilitate the discussions at a neutral location. A Department member's complaint history will be considered in determining eligibility for participation in the pilot program. The types of eligible complaints for the pilot program include:

- Perceived bias or harassment;
- Failure to provide service/neglect of duty;
- Discourteous treatment or unprofessionalism; and
- Unnecessary physical contact where there is no injury and the contact is NOT a reportable use of force.

Case Management System

The Case Management System (CMS) is the application used to process all misconduct investigations and maintains the data (log number, classification, and status) from initiation through final disposition. The CMS received enhancements in the last quarter of 2022 to allow BIA the ability to track data for mediation pilot program cases, as well as ensure cases are referred for the program, when appropriate.

Training Programs

In 2022, BIA focused on creating new training programs and improving the existing training for investigators. BIA is in the process of revising its onboard training for both BIA investigators and district accountability sergeants to increase the program from three days to five days. This increase allows for the concepts and examples of legitimacy and procedural justice to be interwoven throughout all modules and includes scenarios that build on the materials presented each day. The revised onboarding training is in the process of finalization, and BIA plans to initiate the five-day training program in the second half of 2023. BIA is also finalizing a one-day annual refresher training program that all investigators will be



required to participate in and a two-year annual training plan that determines a regular cadence of training sessions.

In the fourth quarter of 2022, BIA and the Training and Support Group finalized a five-module eLearning for all Department members on the complaint and investigation process. The eLearning modules included the following materials:

- Misconduct, the duty to intervene, and the requirements to report misconduct;
- The accountability process and how a member of the public can file a complaint (COPA, CPD, OIG);
- The responsibilities of all Department members when a member of the public wishes to make a complaint;
- The complaint initiation process and the steps of an investigation; and
- The qualifications of BIA investigators and district accountability sergeants.

Community Engagement—Satisfaction Surveys

Community engagement is essential in the continuous efforts to increase legitimacy and public trust and BIA recognizes the importance of input from all persons that interact with the department. BIA developed satisfaction surveys as a means to gather feedback on the complaint and investigatory process from both members of the community and the Department. The surveys were sent to all parties involved in a complaint (reporting party, accused member, witness member) that had been closed in 2021.

A fourth survey was developed and sent to all CPD members to establish a baseline of knowledge of the policies and procedures for the complaint investigation and disciplinary process. All of the surveys used a Likert scale (Strongly Agree, Somewhat Agree, Neutral/I Don't Know, Somewhat Disagree, Strongly Disagree), for most of the questions. Two questions in each survey allowed respondents to write answers in a text box. All of the surveys were anonymous and any demographics included were self-reported.

BIA Reports and Accountability Dashboard

BIA continues to summarize its work through quarterly and annual reports that are posted to the Department's Accountability Dashboard: <https://home.chicagopolice.org/statistics-data/data-dashboards/accountability-dashboard-2/>. The reports include an executive summary, a glossary of terms and consent-decree-related paragraphs, the structure of BIA, instructions on how a complaint may be filed, and relative data that includes the number, type, and length of misconduct allegation investigations. Additionally, the quarterly and annual reports outline complaint intake, a detailed description of the complaint and investigatory process, findings in misconduct investigations, and the path of an investigation once it is submitted.

Finally, BIA publishes an Accountability Dashboard, which is publicly accessible by visiting: https://analytics.chicagopolice.org/views/NewBIADashboard_Master_v1_6/HomePage?:isGuestRedirectFromVizportal=y&embed=y. The BIA dashboard displays complaint information regarding sworn CPD



members from February 10, 2019, to the present, and it allows users to filter by year, month, and district. The dashboard includes several useful tabs:

- Overview of Complaint Records
- Complaint Submission Page (to file a new complaint)
- Complaint Status Check (to check the status of an existing complaint)
- Overview of Investigative Outcomes
- Demographic Information (complainant and investigated CPD member)
- BIA Quarterly and Annual Reports
- BIA Administrative Summary Reports
- BIA Community Engagement Activities (includes a BIA webinar link)

Looking Ahead

In 2023, BIA will continue to develop new training, as well as improve upon existing training, so that investigators are up to date with current policies and procedures. As always, the bureau welcomes input from the community and will continue to work to incorporate new strategies to gather that feedback. Most importantly, BIA will continue to investigate allegations of misconduct in a fair, thorough, and timely manner.





COMMISSION ON ACCREDITATION FOR LAW ENFORCEMENT AGENCIES (CALEA)

The Chicago Police Department is the world’s largest fully accredited agency (Law Enforcement and Training Academy) by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). Only 4% of US law enforcement agencies and 5% in Illinois attain accreditation status from CALEA. CPD is currently accredited in the Advanced Law Enforcement and Training Academy accreditation programs. This dual accreditation ensures CPD is in compliance with over six hundred internationally recognized CALEA standards that guide professional excellence and provide best practices related to operations, leadership, and safety procedures.

CALEA was created in 1979 as a credentialing authority through the joint efforts of law enforcement’s major executive associations, (e.g., International Association of Chiefs of Police, National Organization of Black Law Enforcement, National Sheriffs' Association, and the Police Executive Research Forum) and it is reserved for use by those public safety agencies that have demonstrated excellence in leadership, resource management, and successful delivery of excellent law enforcement and training academy practices.



CALEA accreditation is a continuous process that runs in four-year cycles. As part of the re-accreditation process, CPD undergoes a web-based assessment annually of all policies and practices for the first three years in the re-accreditation cycle. In the fourth year, CALEA conducts an onsite assessment, which involves multiple interviews with command staff and visiting a variety of CPD facilities to ensure compliance with CALEA standards. The accreditation process provides the framework for addressing high-risk issues in a contemporary environment and ensures officers are prepared to meet community service expectations and manage critical events. Accreditation is only granted after an intensive review of every aspect of a police department’s organization, management, and operations to assure that the agency is providing the highest level of service following professional law enforcement standards.

In July 2022, the CPD successfully hosted the annual CALEA Conference. Over eighty law enforcement agencies from across the United States, as well as Canada and Mexico, attended the weeklong event. Having demonstrated its commitment to CALEA’s standards and best practices—through the conduct of its responsibilities—CPD was again re-accredited in the Advanced Law Enforcement and Training Academy programs.

Looking Ahead

CPD remains voluntarily committed to both the law enforcement and training academy high standards as established by CALEA. Since the US Department of Justice (DOJ) has made independent body accreditation a condition for eligibility to receive federal grant funding, CPD was awarded \$14.1 million in US DOJ discretionary and formula grant funds in 2022. The department is proud to be accredited because it demonstrates its commitment to constant improvement in the way the agency keeps the community and its officers safe. When accreditation is attained, the community is the beneficiary because it means the agency is delivering critical public safety services using modern, best practices.

PUBLIC SAFETY





Bureau of Patrol (BOP)

The Bureau of Patrol (BOP) is responsible for general field operations, including the protection of life and property; apprehension of criminals; and enforcement of traffic laws and ordinances. BOP Areas and District Law Enforcement are organized geographically by Chicago's twenty-two police districts, which make up five police areas, and the Central Control Group. All districts are provided with personnel and support services to staff three watches, including district-level investigative teams, tactical teams, and a community relations office.

It is often said that patrol is the backbone of any police department. BOP is the CPD's largest bureau, and it serves Chicago's many diverse communities 24 hours a day, 365 days a year. If someone dials 911 and needs assistance, it will most often be a BOP officer that arrives first. The importance of its role in community safety and enhancing community trust cannot be overstated. In 2022, BOP coordinated or was involved in many important programs and initiatives to address community safety and build trust.

School Resource Officer Program

The School Resource Officer (SRO) program assigns police officers to Chicago Public School (CPS) high schools as determined by CPS administration and local school councils. SROs provide safety to the school community against external threats and criminal activity within these schools. Daily, SROs work to provide a safe environment for students while representing CPD's professionalism and commitment to providing a safe learning environment for students. All SROs are trained and certified through the National Association of School Resource Officers and receive supplemental training on CPD and CPS policy, positive interactions with youth, and active-shooter threats. CPD is committed to utilizing the SRO Program as a way to foster positive relationships between the CPD and CPS students as well as an instrument to resolve problems affecting our youth and keep them safe.

In 2022, CPD entered into an intergovernmental agreement to clearly define the responsibilities and prospects of SROs in CPS schools. BOP actively communicates and collaborates with its CPS partners on an ongoing basis. One example of this bilateral partnership is the bi-weekly meetings between BOP personnel and the CPS Chief of Safety and Security. These meetings promote information sharing regarding involved schools and other matters brought forward by CPS.

Field Training Officer Program

The Field Training Officer (FTO) program is a significant part of a new officer's journey into the department. FTOs are tasked with not only training new officers on procedures, but also the department's core values, community expectations, culture, and CPD's commitment to reform. BOP's Field Training and Evaluation Section (FTES) coordinates the assignment of Probationary Police Officers (PPOs) to an FTO for three, 3-week training cycles. PPOs are trained and evaluated by a different FTO during each cycle. The PPO is evaluated on vehicle operations, written and verbal communication skills, community interaction, patrol and arrest procedures, and demeanor and attitude. FTES tracks and manages any PPOs identified as needing remedial or specific supplemental training, as well as PPOs who may benefit from an additional training cycle. After a PPO is deemed field-qualified, FTES continues to manage and track all PPO assignments until they have completed their probationary period (18 months from their hire date). FTES also manages and records PPO assignments, such as bicycle or traffic details, and FTES details PPOs to major events (e.g., marathons and other large events). In 2022 the department offered two FTO tests and promoted 100 new FTOs joining the ranks. To meet the influx of recruits



entering the Chicago Police Department, FTES also used the FTO “Act-up” Program. This program recruits volunteer officers to perform the duties of an FTO while receiving the same benefits an FTO would receive while they are training a recruit. Act-up FTOs receive the same training as an FTO and are held to the same standards. Act-up FTOs are encouraged to apply for and take the FTO exam when given. Upon an Act-up FTO being selected to become an FTO, the FTO training is waived, and full FTO pay grade and benefits are granted.

Car Caravans / Drifting

During 2022, there was an increase in incidents of large caravans of cars converging on locations and engaging in dangerous vehicle maneuvers. Often, some of these vehicles would engage in “drifting” maneuvers, where drivers recklessly drive in a circular pattern while spectators gather dangerously close to the moving vehicles. These events create gridlock traffic conditions and are an obvious threat to public safety. BOP developed strategies to combat these incidents. Using technological resources, BOP was able to track caravan movements, communicate those movements to affected districts, and disperse participants from locations before the unsafe driving exhibitions began. BOP worked with the City Council and Law Department to enact new legislation that directly addresses these dangerous situations and increases the Department’s ability to impound vehicles involved in these incidents. In 2023, BOP will continue to seek out additional technological resources including the introduction of tire deflation devices, which can be used in limited circumstances when managing these large groups.

Tiered Deployment / Top 55 Beats to Top 100 Beats

Building upon the “Top 55” beat deployment model used in 2021 and early 2022, BOP conducted additional data analyses that showed 75% of all shootings and homicides occurred on 100 of the City’s 277 police beats. In 2023, BOP plans to utilize the “Top 100” beats as an accountability tool to ensure district commanders distribute district personnel to maintain beat integrity and arrange for necessary resources for these beats. Additionally, area deputy chiefs assign area resources in concert with BOP via the “tiered deployment” initiative to allocate supplementary citywide resources to these beats. The tiered deployment strategy utilizes department-wide resources, on a rotating basis, to mitigate crime concerns. These tactical resources can be rapidly deployed throughout the city as incidents occur or if additional police resources are needed. In 2023, CPD is also looking for ways to more actively engage with residents on priority beats (see “Crime Prevention Community Engagement Canvassing” section).

Strategic Deployment Initiative

To curb public-violence incidents throughout the city, in February 2022, the department created the Strategic Deployment Initiative (SDI). The premise of this strategic initiative is that under the direction of the Special Events Section, lieutenants, sergeants, and police officers can volunteer to work on their regular day off or vacation time. Personnel assigned to this initiative may be assigned anywhere in the city depending on current crime patterns or emerging crime trends. Officers are expected to engage in high-visibility patrols to reduce violence (e.g., vehicular patrols, foot patrols, CTA premise checks, and blue light missions).

In July 2022, the initiative was expanded to be operational seven days a week and on all watches. The Special Events Section is currently working to enhance the program and create a more efficient process



to allow for further expansion.

CTA Response Drills

Public transportation is vital to a thriving city. Maintaining its safety is a high priority for the department. BOP communicates regularly with the Chicago Transit Authority (CTA) and the Bureau of Counter Terrorism's Public Transportation Section to conduct response and safety drills at elevated CTA train stations, citywide. These movements include personnel from other bureaus working in a district, tactical teams, and neighboring district manpower to participate in the training. The primary objective of these drills is to practice and evaluate the department's response to a sudden, unannounced deployment of personnel to a CTA-related incident. An added benefit of these exercises is that, during the drills, the participants maintain a visual presence on the train platforms and ride the trains for enriched patrol coverage.

Emergency Response Tabletop Exercises and Emergency Mobilization Plan

In 2022, BOP conducted numerous tabletop exercises at the citywide, area, and district levels to enhance preparedness and gauge patrol response capabilities. Each exercise helped to practice communication both within the department and in coordination with sister agencies. In addition, BOP worked with the Office of Emergency Management and Communications and the Training and Support Group to create a detailed two-part e-Learning module to assist with the Emergency Mobilization Plan. All sworn department members were enrolled in this program in June 2022. In practice, this plan is frequently rehearsed. The emergency plan, if implemented, would restrict all vehicular access to the central business district if needed.

Naloxone Pilot Program

The ongoing opioid epidemic and the prevalence of fentanyl on our city's streets have had deadly consequences. Trained officers assigned to patrol districts now carry Naloxone (Narcan) which can reverse an overdose of opioids and save the life of the exposed individual in distress. To ensure the effectiveness of this program and improve the department's state of readiness, BOP and the Crisis Intervention Team (CIT) maintain a surplus inventory of Naloxone for issuance to operational field units.

Gang Violence Reduction Strategy

Gang Violence Reduction Strategy (GVRS) is a plan of action used to combat gang-related homicides, shootings, and overall violence related to street gang activity. GVRS is comprised of multiple components: information gathering, analysis, dissemination of intelligence, gang hierarchy (factions), social media network mapping, and other mission-specific operations focused on targeted gang members and their associates.

The GVRS actively promotes multi-bureau efforts to work in a concerted manner to develop information and intelligence to combat gang violence and violent crime. One major component of GVRS is focused deterrence. Focused deterrence involves a partnership between law enforcement officials, social service providers, and community members working toward a common goal. The GVRS strategy first identifies violent groups or individuals within an identified street gang. Once identified, a call-in session is convened where the groups or individuals are given a respectful message by law enforcement about how



their continued criminal behavior has led to the social decline within their neighborhoods. Involved social service providers present alternatives to violence through programs that offer jobs, educational opportunities, and social service assistance. Community members counter the arguments of the identified gang members by providing first-hand accounts of how their violent behavior negatively impacts the neighborhood. This community interaction counters any justifications they may have given for their unlawful behavior. BOP conducted fifteen call-in sessions in 2022.

Unity of Command / Span of Control Pilot Program

To improve department operations, enhance accountability, and build positive relationships between CPD and the community, BOP has worked closely with the Independent Monitoring Team to create an operational model for the unity of command and span of control. Unity of Command is defined as police officers who are assigned to a specific reviewing sergeant. That sergeant will work in the same regular day off group and the same geographical area or sector as his or her assigned police officers. This consistency of supervision and geography will enhance a supervisor's ability to mentor their officers, enhance teamwork and improve response to identified issues, and build community trust through consistent contact with public groups.

Span of Control is the ratio of police officers to sergeants assigned to field patrol duties. The pilot districts maintain a span of control that will be no greater than—on average—ten police officers per sergeant assigned to field patrol duties, and a dedicated squadrol on every watch. In 2022 BOP piloted these efforts in the 6th District and intends to expand this model to additional police districts in early 2023. This program aims to improve district operations and advance the efficiency of patrol resources. An added benefit of the program is an improved consistency of personnel and equipment assignments.

Vehicle Theft / Catalytic Converter Theft

To combat vehicle theft and catalytic converter theft, the department, along with OEMC, the Community Safety Coordination Center (CSCC), and the Cook County Sheriff's Office (CCSO) collaborated with auto manufacturers and insurance companies to obtain steering wheel locks at low or no cost to the vehicle owner. The department and CCSO enlisted residents to sign-up for the county's tracked vehicle partnership program. With a signed consent form, any vehicle can be tracked after it has been illegally taken. Participants in this program place a reflective sticker on the rear window of the vehicle to deter thieves. The CSCC will also be offering GPS devices to Chicago residents that can be installed in those vehicles and then entered into the county's tracking program. Residents can get reimbursed for the cost of their vehicle's GPS tracking device by registering them with the city. For more information about this program, as well as a link to sign up for the program, members of the public should visit <https://www.cookcountysheriff.org/departments/c-c-s-p-d/carjacking/ccso-tracked-vehicle-partnership-faq/>.

An increase in vehicle catalytic converter thefts in the 14th District prompted the creation of a pilot program wherein a unique identifying number is etched onto catalytic converters. These identifiers are then entered into a database. If the catalytic converter is ever stolen, these converters can be traced back to the owner, and felony charges can then be pursued. Thousands of etching kits have been procured this year, and each of the twenty-two districts will be hosting vehicle safety days where residents can get this etching done free of charge.



Crime Prevention Community Engagement Canvassing

During 2022, BOP developed a new community engagement initiative designed to help focus engagements in high-crime beats. This program launched on January 05, 2023. CPD looks forward to assessing this program throughout 2023. To mitigate the increased crime events on those beats, community policing, district coordination officers, and other sworn exempt members are allotted to these areas to assess and address the identified crime concerns. The premise of the initiative is for CPD personnel to engage the community, provide safety tips on crime prevention, be transparent on current crime trends unique to that specific beat, and address city service requests needed to improve the quality of life of the community residents. This community engagement program provides the citizenry with a platform to voice their concerns and engage positively with department members.

Other District Community Engagement Activities

Two of the biggest challenges for BOP are addressing the unique needs of the many diverse communities CPD serves and enhancing trusting partnerships within those communities. CPD has learned that it cannot utilize a “cookie-cutter” approach to addressing these needs and challenges, and solutions are sometimes as diverse as the communities CPD serves. Therefore, each district adopts its own engagement activities and schedule according to the needs of the community. Each district publishes its community engagement calendar, including upcoming community conversations, along with community alerts and crime data. There is also a social media feed from each district’s community policing office announcing various engagements and other events of public interest (e.g., “conversation with the commander,” meet-and-greet events, vehicle safety days, CPD-organized community sporting events, music events, children and senior events). Members of the public are encouraged to visit their district’s home page by going to <https://home.chicagopolice.org/about/police-districts/> and clicking on their district. There is also a link on this page to look up your district if desired.





Bureau of Detectives (BOD)

Personnel assigned to the CPDs Bureau of Detectives (BOD) are responsible for the prevention, detection, and investigation of crimes. The crimes investigated by BOD include but are not limited to Homicides, Aggravated Batteries, Arson, Criminal Sexual Assault, Domestic Battery, Financial Crimes, Organized Retail Crimes, and Vehicular Hijacking.

BOD supports the body of work performed by police officers assigned to patrol the twenty-two police districts and is comprised of numerous investigative sections. These sections include Homicide, Property Crimes, Special Victims Unit, Cold Case, Area Technology Centers, Arson, Major Accidents, Forensics, Financial Crimes, Evidence Section, Auto Theft, Vehicular Hijacking, Homicide Investigative Support Teams, and Organized Retail Crime.

In 2022, BOD promoted approximately three hundred new detectives, one of the largest promotional pools in recent years, and administered a new detective examination, which is expected to be concluded in 2023. These added investigators bolster the investigative efficiency of the Chicago Police Department and improve the operational workflow of the Bureau of Detectives.

Last year, the City of Chicago saw an increase in the number of motor vehicle thefts. To combat this upsurge, the Bureau of Detectives worked in collaboration with the bureau's property crimes section to focus additional resources to quell this problem. BOD worked in concert with patrol division personnel so that patrol division resources could be allocated to the identified problematic locations. Recognizing the need to supplement the manpower resources needed to eliminate this upsurge, BOD created a sixth Area Technology Center (ATC) within the Central Investigations Section of the BOD. This new ATC mission was to assist detectives assigned to motor vehicle thefts by recovering private surveillance video. This valuable video evidence would be used to help identify persons of interest in this type of crime and help to make stronger cases against them.

Recently, the position of Digital Intelligence Analyst (DIA) was created to support the recovery and processing of digital evidence within BOD. This is a first of its kind for the Chicago Police Department and will bridge the gap between the volume of digital evidence available in investigations and the department's ability to recover and process that evidence. Since 2017, the Chicago Police Department has seen a substantial increase in the amount of digital evidence (video, cell phones, GPS, etc.) related to violent and property crime investigations. Thus, BOD incorporated ATCs into the detective areas to support detectives by recovering and processing all digital evidence. The role of a DIA is to examine the digital evidence, develop leads, and draw parallels between crimes. This innovative approach has led to additional cases being solved that would otherwise remain unresolved.

Community Engagement

BOD, in collaboration with the department's Training Division and Video Services Unit, created a homicide cold case video series titled "Chicago Cold Case." The video series highlights homicides and missing person cases that remain unsolved. The series of videos features victims' families and BOD members who are actively working on these cases. Each was allowed to tell the story of their loved ones and to ask the public for their help.



These weekly videos may be seen via various media and social media platforms, including YouTube, Facebook, and Twitter, to refresh the investigation with new investigative leads. Every step of the way, the victim’s families were involved, from production to participation in the videos.

Many of the families featured in these videos have had to grieve the loss of a loved one while carrying the additional burden of knowing the person responsible is still out there. CPD, and BOD specifically, are committed to helping bring some measure of closure to these families however long it takes. Still, CPD needs the public’s help.

Looking Ahead

In 2023, BOD will endeavor to improve all aspects of the investigatory process and apply necessary resources to satisfy each case's requirements. BOD will continue advancing an overhaul of the Forensic Services Section to ensure Chicago has the most technically advanced, state-of-the-art Forensics Services Section in the country. This overhaul has been a robust and laborious project, consisting of a project management team holding weekly meetings with all stakeholders and site visits to top forensics services units throughout the country, to learn best practices and their correct application. BOD works closely with other department units to procure funding for equipment, develop improved standard operating procedures, hire and train BOD personnel, and finalize this renovation.

Lastly, BOD is always prepared to adapt and quickly pivot—to respond to emerging patterns and crime trends with the proper resources to solve them.





Bureau of Counterterrorism (BCT)

The Bureau of Counterterrorism (BCT) focuses on five mission areas of emergency preparedness: prevention, protection, mitigation, response, and recovery. The bureau initiates and conducts investigations of certain types of criminal networks and provides information and investigative assistance to all units of the department and outside agencies, as well as participating in various federal and state task forces.

BCT Sections & Divisions

The Electronic Support Team manages and maintains covert electronic equipment and covert vehicles utilized in conjunction with complex investigations with both local and federal agencies.

The Specialty Vehicles Unit manages and maintains specialty vehicles used for mobile command, major incidents, and events.

The Counterterrorism Group

The Public Transportation Section provides patrol security for the Chicago Transit Authority (CTA) rapid transit system within city limits and other CTA vehicles and facilities.

The Airport Law Enforcement Section delivers specialized patrol coverage to airport terminals and works in conjunction with the Federal Bureau of Investigation (FBI), the Federal Aviation Administration (FAA), the Transportation Security Administration (TSA), and the Drug Enforcement Administration (DEA) in various airport dignitary/functions.

The Special Functions Division supports the operations of the Special Operations Group, which consists of the Special Weapon and Tactics, Canine Unit, Marine Unit, Helicopter Unit, Mounted Section, and Traffic Section.

The Counterterrorism Division supervises the activities of the Intelligence Section, Joint Terrorism Task Force, FBI Human Intelligence Team, and the Crime Prevention Information Center.

The Intelligence Section engages and employs the community, law-enforcement resources, and governmental agencies to obtain and analyze information necessary to produce intelligence products supporting the department's mission to reduce and eliminate criminal activity.

The Criminal Networks Group

The Gang Investigations Section is responsible for ensuring the proper investigation of any individual, group, or organization reasonably believed to be engaging in criminal activity; initiating investigations to identify gang organizations involved in criminal offenses; and disseminating information about gangs to appropriate departmental units. The division gathers, evaluates, and disseminates this information in accordance with department directives, constitutional protections, and statutory requirements. The Gang Investigations Group is further supplemented by the FBI Gang Task Force and ATF Task Force.

The Narcotics Division is responsible for the investigation of and enforcement against large-scale, illegal narcotics activities and narcotics activities that transcend district or jurisdictional boundaries, as well as narcotics activity in areas with a strong propensity for violence. The Narcotics Group is supported by the



DEA and High Intensity Drug Trafficking Areas Program, the Centralized Narcotic Enforcement Team, and the Vice and Asset Forfeiture Division.

The Vice and Asset Forfeiture Division processes all cases that are drug-related and involve money, vehicles, real property, or other assets seized for civil or criminal forfeiture proceedings. This division also conducts in-depth and long-term financial investigations of narcotics traffickers to seize drug-related assets.

The Vice Section is responsible for investigations directed toward the detection and suppression of vice activities other than narcotics (gambling, prostitution, and distribution of obscene material) and coordinating with and assisting district commanders in effecting vice control enforcement action, including the Chicago Human Trafficking Task Force.

The Asset Forfeiture Section assists department members with the identification, lawful seizure, and proper processing of drug-related and other criminally derived assets; responds promptly to the scene of any seizure over \$10,000 or, when requested, to large drug seizures, the discovery of safe deposit box keys, or financial documents; works with state and federal law enforcement agencies on money laundering, income tax evasion, and other continuing criminal enterprise investigations; and is responsible for the investigation and processing of all vehicles seized by the department in preparation for forfeiture.

2022 Highlights

The following are Bureau of Counterterrorism highlights for 2022:

- The Bomb Unit responded to 81 call-outs, including 27 suspicious packages, 10 explosions, and 4 bomb threats. They also responded to a Level 1 hazardous material incident.
- The Canine Unit responded to 668 assignments, assisting in the seizure of \$2,250,617 U.S. currency and \$24,634 worth of narcotics during criminal investigations.
- The Helicopter Unit flew 1,766 hours for traffic control, ground support, search and rescue, vehicle pursuits, large-scale public events, and other air patrol. These operations were associated with the recovery of 238 stolen vehicles, the recovery of over 100 firearms, and the impoundment of 52 vehicles for fleeing and eluding or other criminal violations.
- The Marine Unit responded to 489 marine distress calls, as well as conducted 22 rescues and 14 body recoveries. They were also instrumental in lake and riverfront safety for multiple large-scale events such as the Air and Water Show, fireworks shows, swimming and sailing events, and the St. Patrick's Day dying of the river.
- The Mounted (horse) Unit barn underwent a \$2 million renovation.
- The Traffic Unit conducted 84 dignitary escorts, provided security for 57 events and parades, and conducted over 135 different missions (e.g. DUI, speed, seatbelt, etc.,). The unit issued 5,393 citations.
- The SWAT unit participated in 100 call outs, conducted 14 high-risk search warrants, and provided security for 715 events, including concerts, dignitary events, escorts, and sporting events.
- As of November 19, 2022, the Gang Unit recovered 1,049 weapons, completed 7,719 weapon traces (systematic process of tracking the movement of a firearm to develop investigative leads),



and recovered 526 kilograms (approximately 1,160 pounds) of narcotic with an estimated street value of over \$15 million.

- Combined, BCT conducted 1,801 investigations which resulted in 962 arrests, the recovery of 1,206 weapons, and the recovery of 4,301 kilograms (approximately 9,482 pounds) of narcotics with an estimated street value of \$318,159,881. (*Totals accurate as of November 19, 2022*).

In 2023, BCT units plan to participate in numerous training programs, including but not limited to explosive technician certification for eight candidates, the *FBI Nuclear Stabilization Program*, *Maritime Operations for Bomb Technicians*, as well as *Tactical Bomb Technician* and *Active Shooter* trainings. They also plan to purchase important equipment through government grant programs in order to keep up with the latest technology advancements, including vehicles, bomb suits, digital x-ray systems, robots, and radiologic detection equipment. BCT hopes to add personnel to many of their units in order to fill vacant positions. This includes hiring from existing promotion lists as well as opening applications and conducting applicant testing.

Community Partnerships

BCT is committed to creating lasting partnerships with the community. BCT works with district-level neighborhood programs by listening to the needs of the community, including the need to address chronic gang or narcotics issues. This can lead to actionable intelligence about criminal activity within communities. BCT recognizes that these types of partnerships are essential to reducing criminal activity in Chicago's neighborhoods.

BCT units also interact with the community daily, outside the specific scope of responding to criminal activity. These interactions are often integral to daily operations within the city. For example, the Airport Law Enforcement Section delivers specialized patrol coverage to airport terminals, which host thousands of daily travelers and visitors to the city. They also work in conjunction with the FBI, the FAA, and the DEA in various airport and dignitary functions. The Public Transportation Section provides patrol security for the CTA transit system within city limits and other CTA vehicles and facilities that host travelers.





Strategic Decision Support Center

The Strategic Decision Support Centers (SDSCs) were introduced in 2017 by the Chicago Police Department to serve as district-level real-time crime centers. SDSCs are command and control centers for CPD command staff to understand what is occurring in their districts and choose the most appropriate and effective strategic response.

The mission of SDSCs is crime reduction, increased crime clearance rates, improved officer safety, and reduced officer response time. SDSC rooms are operational around the clock, 365 days a year, and are staffed by a sergeant who serves as a coordinator, a civilian crime intelligence analyst, and two police officers. The SDSC is the patrol district's center of situational awareness and is responsible for collecting, analyzing, and gathering information to support district personnel by presenting a daily briefing, providing real-time crime information that supports police operations, assisting in the development of crime reduction strategies and day-to-day missions, and ongoing collaboration within the district and community partners and stakeholders.

SDSCs utilize Genetec Citi-Graf software, which displays calls for service, crime incidents, video monitoring, ShotSpotter acoustic gun detection, and locations of police vehicles, as well as other information sources. Data and real-time intelligence is used to identify locations that may be at higher risk for crime. Officers on patrol are provided with smartphones equipped with several technological tools, including the SDSC mobile app, created internally by the Chicago Police Department. Information can be immediately disseminated to patrol via the smartphone app or radio. Officers gain situational awareness of what is occurring and, because vital information is disseminated quickly, can respond to numerous situations appropriately. SDSCs have led to more effective and efficient police operations and improved decision-making by merging the quantitative and qualitative aspects of policing.

The continuing objectives of SDSC include assisting each district's command staff and personnel in reducing all crime, decreasing incident response times, increasing clearance rates for crimes, and improving officer safety. In 2022, the SDSC rooms transitioned to a more robust all-around management tool for the district's command staff. The Chicago Police Department's prioritization of the "Top 55" beats violent crime strategy was substantially supported by the information and facts provided—daily from the SDSC rooms.

In 2022, a focus group was established to better serve the continued development of SDSC rooms. The focus group identified the need to continue development and made recommendations for improved technology in each SDSC room and also provided for all SDSC analysts to attend a week-long analyst training conference. The training was presented by the International Association of Crime Analysts and the training topics discussed included:

- Tactical Crime Analysis;
- Computer Applications;
- Microsoft Access for Crime Analysis;
- Crime Mapping and Analysis, and Problem Analysis.



CPD was also able to add three new criminal intelligence analysts to SDSC rooms, which gets the department closer to the goal of one full-time analyst in each of the twenty-two SDSC rooms. The SDSC program has shaped the way districts gather and utilize real-time operational intelligence. An added benefit of real-time intelligence sharing is the continuous development of the knowledge, skills, and abilities of the SDSC crime analysts and sworn personnel.

As technology trends continue to evolve quickly, it is imperative that the Strategic Initiatives Division endeavor to remain current with information technologies. A goal for 2023 is to keep up with new technological advances to be integrated into the SDSCs. The Strategic Initiatives Division strives to remain aware of new technologies and assess their application within the scope of the SDSCs operations. Members will continually assess areas in need of improvement and modify existing SDSC standard operating procedures to adjust to the evolving landscape of crime reduction and prevention strategies. SDSCs will continue to prioritize training opportunities for analysts and sworn members working in SDSC rooms to improve members' investigatory skillsets needed to better serve the department and communities they serve.

Crime Prevention and Information Center

The Crime Prevention Information Center (CPIC) provides timely intelligence that assists in the reduction of violent crime, assesses the threat of terrorism, and gathers information to assist in the effective recommendation for the deployment of departmental resources. In 2022, CPIC introduced the following operational improvements:

- Successfully launched the Everbridge Mass Notification System, which streamlined all critical notifications made by CPIC. The use of the Everbridge System allows for more efficient time management and the maintenance of accurate notifications. In a matter of seconds, the executive staff can be notified of critical incidents throughout the city without impacting the operations of CPIC. In addition, CPIC successfully introduced the Everbridge Mass Notification System to CPD's SWAT unit to facilitate major call-outs and improved response efficiencies.
- Continued to refine the Integrated Intelligence Program, which is a joint mission with CPIC gang analysts, district intelligence officers, and FBI analysts. As a result of this program, numerous intelligence bulletins were created that offered situational awareness regarding homicides and shooting incidents. After the circulation of those intelligence bulletins, numerous offenders were taken into custody and charged with crimes ranging from homicide to aggravated unlawful use of a weapon.
- CPIC's Counterterrorism Section conducted numerous situational and threat assessment products that were distributed to the Department as well as our external partners. In addition, the Counterterrorism Section coordinated multiple emergency preparedness exercises, including two active shooter functional exercises.





CRIME AND ACTIVITY DATA

2022 Calls for Service

The Office of Emergency Management and Communications (OEMC) provides the City of Chicago with prompt and reliable 911 service for police, fire, and emergency medical services and coordinates major emergency responses. The mission of the Office of Emergency Management and Communications is to manage incidents, coordinate events, operate communications systems, and provide technology, among other forms of support, to city services to strengthen their respective missions and protect lives and property in the City of Chicago.

In Chicago, all calls-for-service data are controlled by the Office of Emergency Management and Communications. Dispatch operations—the reception of 911 calls for service and the dispatch of police to respond to calls—are managed by OEMC.

District	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Total
01	19,290	19,499	19,616	19,434	19,635	20,111	19,375	136,960
02	22,097	21,240	21,901	22,141	22,405	22,071	21,364	153,219
03	21,237	21,696	22,137	21,900	20,115	20,189	19,749	147,023
04	22,659	23,606	22,824	24,507	22,533	21,935	20,504	158,568
05	17,245	17,350	16,769	16,401	17,042	16,705	15,708	117,220
06	23,416	25,240	24,770	24,855	24,320	24,173	23,263	170,037
07	19,361	19,917	19,492	19,450	18,769	18,738	17,757	133,484
08	22,453	22,221	22,337	22,096	22,531	23,705	23,744	159,087
09	18,020	19,395	18,675	18,715	18,484	18,608	18,430	130,327
10	24,454	28,101	28,548	27,526	24,307	27,274	22,536	182,746
11	24,924	25,365	25,280	25,216	25,092	24,399	22,316	172,592
12	19,602	20,441	19,931	20,395	21,067	21,143	19,550	142,129
14	10,946	10,785	11,272	11,464	12,057	12,654	11,561	80,739
15	17,722	19,222	19,175	18,854	18,372	18,056	16,375	127,776
16	12,679	13,057	13,085	12,848	13,176	13,886	12,896	91,627
17	12,624	12,522	12,768	12,501	12,966	13,322	12,682	89,385
18	23,510	24,504	24,369	24,298	25,096	25,018	24,259	171,054
19	16,871	16,921	16,593	16,700	17,660	18,778	18,224	121,747
20	13,925	14,177	14,049	13,740	13,554	12,195	11,796	93,436
22	12,092	12,126	11,791	11,680	12,087	11,897	11,241	82,914
24	15,973	16,081	15,816	15,187	15,496	14,939	14,403	107,895
25	22,024	23,269	22,766	22,703	22,138	23,125	22,452	158,477
Other	55,440	57,399	56,454	56,409	54,732	48,166	48,373	376,973
Total	468,564	484,134	480,418	479,020	473,634	471,087	448,558	3,305,415

NOTE: "Other" includes calls that are not dispatched to an officer that is assigned to a district. This can include calls that are transferred to any of the citywide positions or calls that come in for incidents outside of city limits. Some specific examples would be CTA, Lake Shore Drive, Skyway, evidence technicians, Marine Unit, and point-to-point broadcasts. Source: OEMC data batch run.



2022 Calls for Service—Yearly Comparison

District	2021 Total	2022 Total	% Change	2022 % of Total
01	123,884	136,960	11%	4%
02	138,699	153,219	10%	5%
03	126,067	147,023	17%	4%
04	141,111	158,568	12%	5%
05	114,795	117,220	2%	4%
06	131,540	170,037	29%	5%
07	127,044	133,484	5%	4%
08	143,147	159,087	11%	5%
09	106,369	130,327	23%	4%
10	177,912	182,746	3%	6%
11	174,190	172,592	-1%	5%
12	124,049	142,129	15%	4%
14	77,724	80,739	4%	2%
15	136,093	127,776	-6%	4%
16	84,839	91,627	8%	3%
17	85,043	89,385	5%	3%
18	118,040	171,054	45%	5%
19	95,089	121,747	28%	4%
20	70,895	93,436	32%	3%
22	69,514	82,914	19%	3%
24	83,111	107,895	30%	3%
25	138,926	158,477	14%	5%
Other	325,513	376,973	16%	11%
Total	2,913,594	3,305,415	14%	100%

Note: There were more than 3.3 million calls for service during 2022, which is an increase of +14% compared to 2021.



Introduction to Index Crimes (Violent and Property Crimes Described)

The Uniform Crime Reporting (UCR) Program generates statistics that can be used for crime analysis, tracking trends, and resource allocation. In the middle of 2021, CPD began reporting data using the National Incident-Based Reporting System (NIBRS). This was implemented on a national level to improve the overall quality of crime data collected by law enforcement. CPD reports crime statistics to the state of Illinois who, in turn, reports data to the Federal Bureau of Investigation.

With the exception of homicides, which are individual based (or where otherwise noted), the data in this 2022 Annual Report is based on *incident* classifications. This is consistent with data reported in 2021 which is used for comparisons.

Below is a listing and description of UCR crime categories.

Violent Crime	Description
Criminal Homicide (Murder)	Murder and non-negligent manslaughter: the willful (non-negligent) killing of one human being by another. Death caused by negligence, attempts to kill, assaults to kill, suicides, and accidental deaths, including first- and second-degree murder and excluding justifiable homicide and involuntary manslaughter (UCR counts are based on "Injury Date").
Rape (Criminal Sexual Assault (CSA))	Penetration of the vagina or anus with any body part or object or oral penetration by a sex organ of another person, without the consent of the victim, including attempted offenses (UCR counts are based on the number of victims).
Robbery	The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence or by putting the victim in fear, including attempted offenses (UCR counts on the date the incident occurred).
Aggravated Battery / Aggravated Assault	An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm, including both aggravated assault and aggravated battery (UCR counts the number of victims).
Human Trafficking	<p>Commercial Sex Acts—Inducing a person by force, fraud, or coercion to participate in commercial sex acts, or in which the person induced to perform such acts has not attained 18 years of age, including attempted offenses.</p> <p>Involuntary Servitude—The obtaining of a person(s) through recruitment, harboring, transportation, or provision, and subjecting person(s) by force, fraud, or coercion into involuntary servitude, peonage, debt bondage, or slavery, including attempted offenses.</p>



Property Crime	Description
Burglary	The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another (UCR counts are based on the date incident occurred).
Theft	The unlawful taking or attempted taking of property or articles without the use of force, violence, or fraud, including all thefts, regardless of stolen property values, and attempted thefts (UCR counts are based on the date incident occurred).
Motor Vehicle Theft	The theft or attempted theft of a motor vehicle (UCR counts are based on the date incident occurred).
Arson	Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle, aircraft, or personal property of another, including attempted offenses.



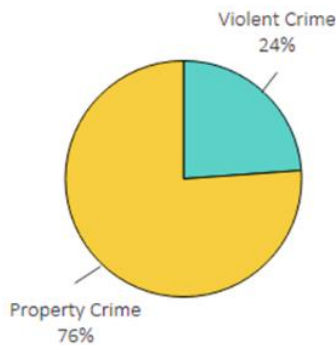
Index Crime Overview

The following violent and property crime tables/charts report the number of index crime incidents, while the victim demographic charts report the number of victims across the different demographic categories. Each index crime incident may involve more than one victim; therefore, victim totals may differ from incident totals.

In 2022, homicides decreased by 105 (-13%) and aggravated batteries decreased by 863 (-10%). However, violent crime rose 1% overall, driven largely by an increase in robberies (up 1,050 or 13%). Property crimes rose by 44%, driven largely by an increase in motor vehicle thefts (up 10,823 or 102%). To read about how CPD is trying to combat the rise in motor vehicle thefts, see the "Bureau of Patrol" section.

Index Crime Overview		2021	2022	% Change
Violent Crime	Murder	804	699	-13%
	Criminal Sexual Assault	1,795	1,896	6%
	Robbery	7,923	8,973	13%
	Aggravated Assault	7,245	7,267	0%
	Aggravated Battery	8,362	7,499	-10%
	Human Trafficking (Commercial Sex Acts)	9	14	56%
	Human Trafficking (Involuntary Servitude)	5	4	-20%
Total		26,143	26,352	1%
Property Crime	Burglary	6,658	7,592	14%
	Theft	40,792	54,677	34%
	Motor Vehicle Theft	10,599	21,422	102%
	Arson	527	424	-20%
	Total		58,576	84,115
Total		84,719	110,467	30%

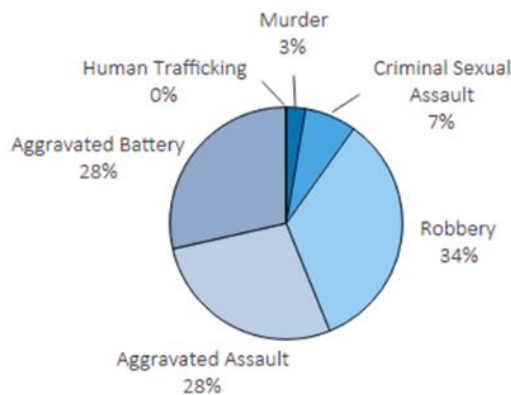
2022 Violent vs Property Index Crime



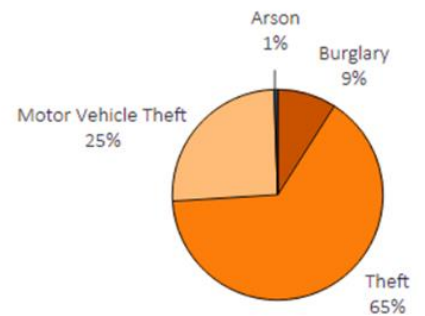
Violent Crime Property Crime

2022 Property Index Crime

2022 Violent Index Crimes



Murder Aggravated Assault
 Criminal Sexual Assault Aggravated Battery
 Robbery Human Trafficking



Burglary
 Theft
 Motor Vehicle Theft
 Arson



Index Crime Detail

Violent Crime Detail		2021	2022	% Change
Murder	Homicide	804	699	-13%
	Total	804	699	-13%
Criminal Sexual Assault	Aggravated - With Firearm	68	59	-13%
	Aggravated - With Other Weapon	36	39	8%
	Aggravated - Non-Weapon Related	220	197	-10%
	Non-Aggravated	1,094	1,180	8%
	Other Rape Category	297	355	20%
	Attempted	80	66	-18%
	Total	1,795	1,896	6%
Robbery	Armed With Firearm	2,644	3,633	37%
	Armed With Other Weapon	542	563	4%
	Aggravated	343	448	31%
	Strong Arm - No Weapon	1,798	1,883	5%
	Vehicular Hijacking	1,849	1,656	-10%
	Attempted	747	790	6%
	Total	7,923	8,973	13%
Aggravated Assault	With Firearm	4,833	4,872	1%
	With Other Weapon	2,412	2,395	-1%
	Total	7,245	7,267	0%
Aggravated Battery	With Firearm	2,717	2,147	-21%
	With Other Weapon	4,299	3,901	-9%
	No Weapon - Serious Injury	964	1,039	8%
	Other Agg. Battery Category	382	412	8%
	Total	8,362	7,499	-10%
Human Trafficking	Commercial Sex Acts	9	14	56%
	Involuntary Servitude	5	4	-20%
	Total	14	18	29%
Total		26,143	26,352	1%

Violent crime increased 1% in 2022, led most notably by increases in all types of robberies, with the exception of vehicular hijackings, which were down 10%.

Property crimes increased by 44%, driven largely by increases in motor vehicle theft offenses. So, although vehicular hijackings decreased by 10%, vehicle theft offenses went up significantly.

Property Crime Detail		2021	2022	% Change
Burglary	Forcible Entry	3,752	4,166	11%
	Unlawful Entry	2,298	2,768	20%
	Home Invasion	284	301	6%
	Attempted	324	357	10%
	Total	6,658	7,592	14%
Theft	\$500 And Under	16,024	18,789	17%
	Over \$500	13,033	20,030	54%
	Retail Theft	6,183	8,728	41%
	Pocket-Picking	1,131	1,621	43%
	Purse-Snatching	276	339	23%
	From Building	3,881	4,760	23%
	Other Theft Category	24	46	92%
	Attempted	240	364	52%
	Total	40,792	54,677	34%
Motor Vehicle Theft	Automobile	10,175	18,589	83%
	Truck and Bus	90	132	47%
	Other Vehicle	200	339	70%
	Attempted	134	2,362	1663%
	Total	10,599	21,422	102%
Arson	Aggravated	45	33	-27%
	By Fire	393	337	-14%
	By Explosive	17	9	-47%
	Attempted	72	45	-38%
	Total	527	424	-20%
Total		58,576	84,115	44%



Victim Demographics—Violent Crime Index

Murder Totals Comparison 2021 vs. 2022

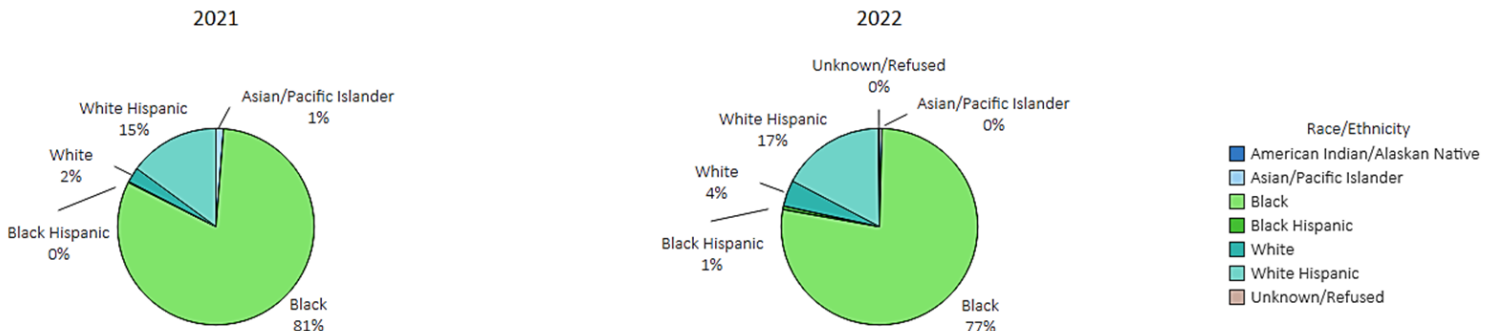
2021					
Murder	Male	Female	Unknown	Total	% of Total
Black	581	72	0	653	81%
White Hispanic	100	20	0	120	15%
White	13	7	0	20	2%
Asian/Pacific Islander	9	1	0	10	1%
Black Hispanic	1	0	0	1	0%
American Indian/Alaskan Native	0	0	0	0	0%
Unknown/Refused	0	0	0	0	0%
Total	704	100	0	804	
% of Total	88%	12%	0%		

2022					
Murder	Male	Female	Unknown	Total	% of Total
Black	477	64	0	541	77%
White Hispanic	103	17	0	120	17%
White	21	9	0	30	4%
Black Hispanic	4	0	0	4	1%
Asian/Pacific Islander	2	1	0	3	0%
Unknown/Refused	1	0	0	1	0%
American Indian/Alaskan Native	0	0	0	0	0%
Total	608	91	0	699	
% of Total	87%	13%	0%		

In 2022, murders decreased by 105 (-13%). This trend was driven largely by a decrease in the murder of African American males, down 104 (-18%) since 2021. However, African Americans still accounted for 77% of all homicide victims in 2022, and African American males, specifically, accounted for 68% of homicide victims.

Compared to 2020, murders were down 73 in 2022.

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White /Hispanic, continued to make up the largest percentage of violent crime victims in 2022.





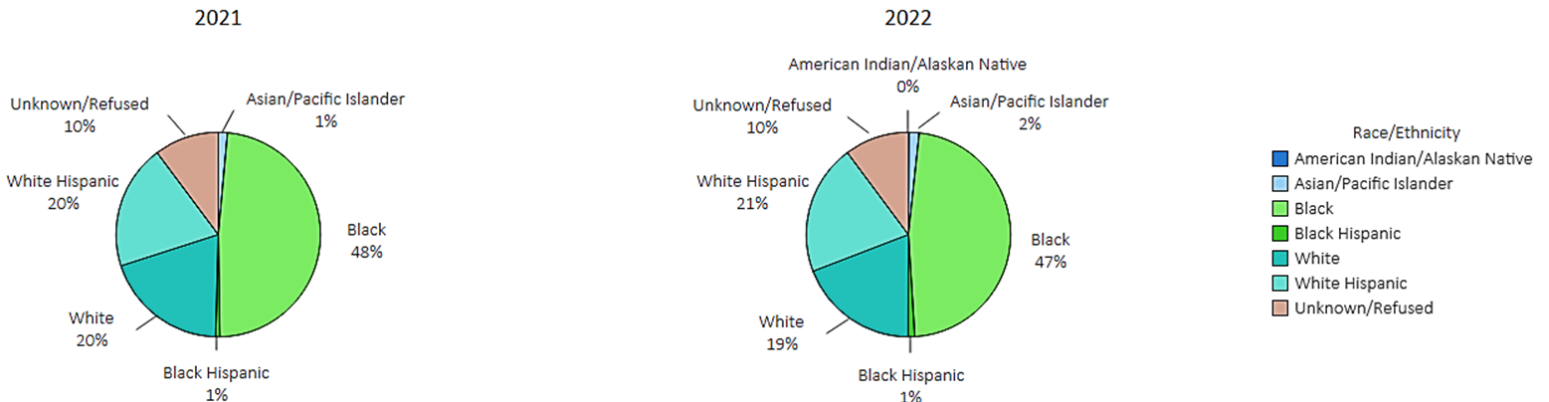
Victim Demographics—Violent Crime Index Continued

Criminal Sexual Assault Totals Comparison 2021 vs. 2022

2021					
Criminal Sexual Assault	Male	Female	Unknown	Total	% of Total
Black	115	762	0	877	48%
White Hispanic	48	310	0	358	20%
White	46	309	1	356	20%
Unknown/Refused	7	134	44	185	10%
Asian/Pacific Islander	1	25	0	26	1%
Black Hispanic	0	12	0	12	1%
American Indian/Alaskan Native	0	0	0	0	0%
Total	217	1,552	45	1,814	
% of Total	12%	86%	2%		

2022					
Criminal Sexual Assault	Male	Female	Unknown	Total	% of Total
Black	150	770	1	921	47%
White Hispanic	43	357	2	402	21%
White	59	311	2	372	19%
Unknown/Refused	22	139	37	198	10%
Asian/Pacific Islander	3	28	0	31	2%
Black Hispanic	0	20	0	20	1%
American Indian/Alaskan Native	0	2	0	2	0%
Total	277	1,627	42	1,946	
% of Total	14%	84%	2%		

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White Hispanics, continued to make up the largest percentage of violent crime victims in 2022.





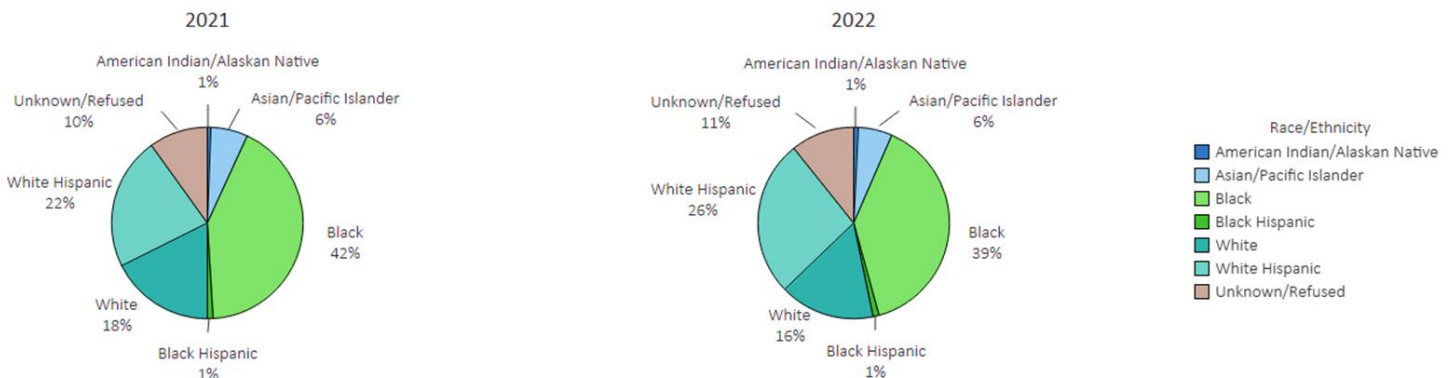
Victim Demographics—Violent Crime Index Continued

Robbery Totals Comparison 2021 vs. 2022

2021					
Robbery	Male	Female	Unknown	Total	% of Total
Black	2,538	1,538	5	4,081	42%
White Hispanic	1,478	688	1	2,167	22%
White	1,157	547	1	1,705	18%
Unknown/Refused	146	58	754	958	10%
Asian/Pacific Islander	441	163	0	604	6%
Black Hispanic	71	18	0	89	1%
American Indian/Alaskan Native	48	8	0	56	1%
Total	5,879	3,020	761	9,660	
% of Total	61%	31%	8%		

2022					
Robbery	Male	Female	Unknown	Total	% of Total
Black	2,689	1,671	5	4,365	39%
White Hispanic	2,111	828	4	2,943	26%
White	1,157	630	1	1,788	16%
Unknown/Refused	202	113	879	1,194	11%
Asian/Pacific Islander	446	194	0	640	6%
Black Hispanic	89	23	0	112	1%
American Indian/Alaskan Native	71	15	0	86	1%
Total	6,765	3,474	889	11,128	
% of Total	61%	31%	8%		

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White Hispanics, continued to make up the largest percentage of violent crime victims in 2022.





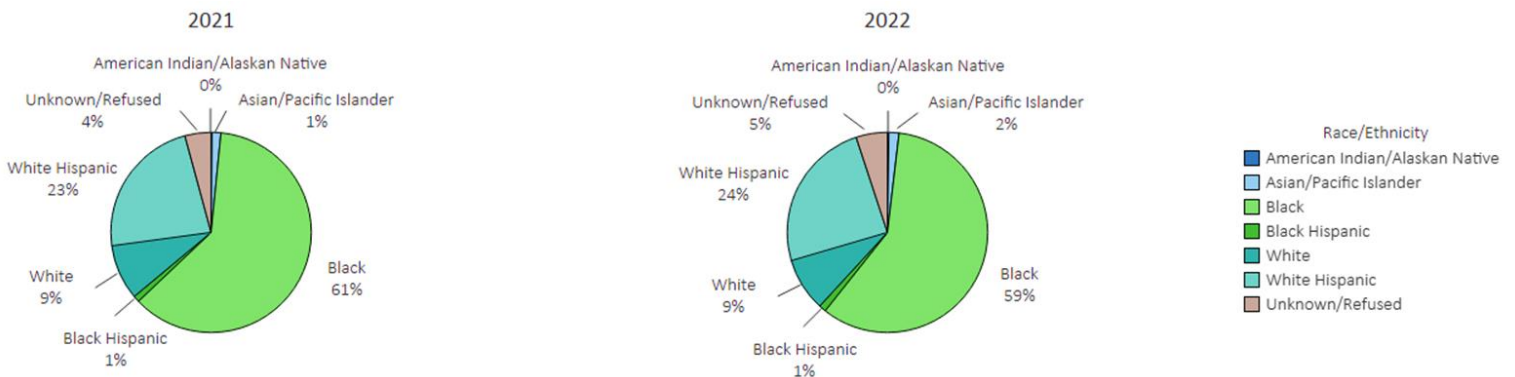
Victim Demographics—Violent Crime Index Continued

Aggravated Assault Totals Comparison 2021 vs. 2022

2021					
Aggravated Assault	Male	Female	Unknown	Total	% of Total
Black	2,423	2,690	7	5,120	61%
White Hispanic	1,213	698	3	1,914	23%
White	544	201	0	745	9%
Unknown/Refused	114	64	172	350	4%
Asian/Pacific Islander	92	28	0	120	1%
Black Hispanic	51	33	0	84	1%
American Indian/Alaskan Native	10	1	0	11	0%
Total	4,447	3,715	182	8,344	
% of Total	53%	45%	2%		

2022					
Aggravated Assault	Male	Female	Unknown	Total	% of Total
Black	2,393	2,586	3	4,982	59%
White Hispanic	1,379	693	2	2,074	24%
White	522	207	2	731	9%
Unknown/Refused	144	88	195	427	5%
Asian/Pacific Islander	110	29	0	139	2%
Black Hispanic	58	39	0	97	1%
American Indian/Alaskan Native	15	3	0	18	0%
Total	4,621	3,645	202	8,468	
% of Total	55%	43%	2%		

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White Hispanics, continued to make up the largest percentage of violent crime victims in 2022.





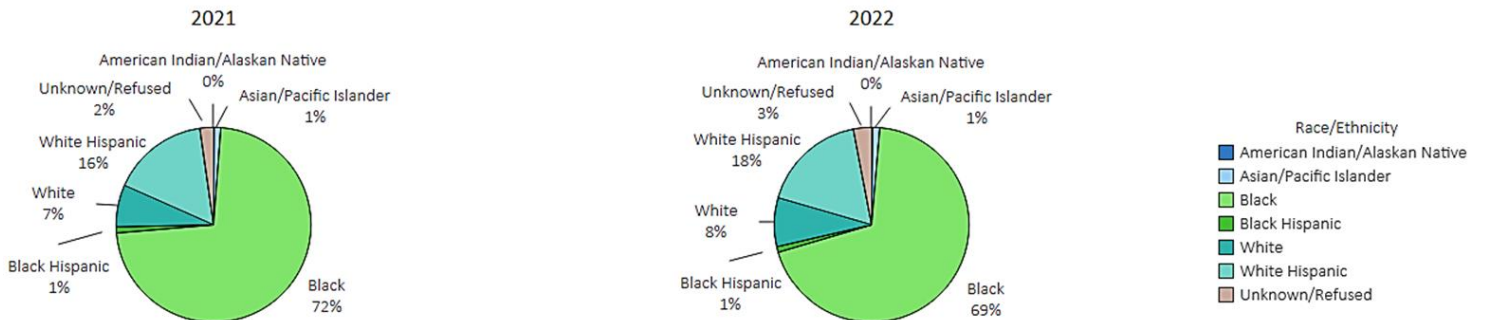
Victim Demographics—Violent Crime Index Continued

Aggravated Battery Totals Comparison 2021 vs. 2022

2021					
Aggravated Battery	Male	Female	Unknown	Total	% of Total
Black	4,179	2,697	1	6,877	72%
White Hispanic	1,080	450	1	1,531	16%
White	461	198	1	660	7%
Unknown/Refused	65	51	95	211	2%
Asian/Pacific Islander	66	37	0	103	1%
Black Hispanic	66	29	0	95	1%
American Indian/Alaskan Native	8	1	0	9	0%
Total	5,925	3,463	98	9,486	
% of Total	62%	37%	1%		

2022					
Aggravated Battery	Male	Female	Unknown	Total	% of Total
Black	3,504	2,379	3	5,886	69%
White Hispanic	1,009	481	2	1,492	18%
White	432	257	0	689	8%
Asian/Pacific Islander	74	27	0	101	1%
Black Hispanic	49	30	0	79	1%
American Indian/Alaskan Native	11	3	0	14	0%
Unknown/Refused	72	66	117	255	3%
Total	5,151	3,243	122	8,516	
% of Total	60%	38%	1%		

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White Hispanics, continued to make up the largest percentage of violent crime victims in 2022.





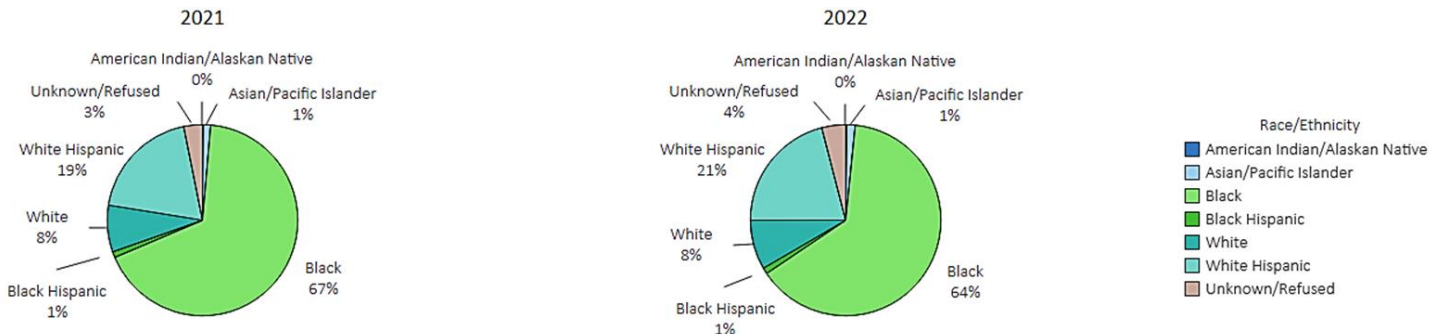
Victim Demographics—Violent Crime Index Continued.

Combined Aggravated Assault and Battery Totals Comparison 2021 vs. 2022

2021					
Combined Aggravated Assault Battery	Male	Female	Unknown	Total	% of Total
Black	6,602	5,387	8	11,997	67%
White Hispanic	2,293	1,148	4	3,445	19%
White	1,005	399	1	1,405	8%
Unknown/Refused	179	115	267	561	3%
Asian/Pacific Islander	158	65	0	223	1%
Black Hispanic	117	62	0	179	1%
American Indian/Alaskan Native	18	2	0	20	0%
Total	10,372	7,178	280	17,830	
% of Total	58%	40%	2%		

2022					
Combined Aggravated Assault Battery	Male	Female	Unknown	Total	% of Total
Black	5,897	4,965	6	10,868	64%
White Hispanic	2,388	1,174	4	3,566	21%
White	954	464	2	1,420	8%
Unknown/Refused	216	154	312	682	4%
Asian/Pacific Islander	184	56	0	240	1%
Black Hispanic	107	69	0	176	1%
American Indian/Alaskan Native	26	6	0	32	0%
Total	9,772	6,888	324	16,984	
% of Total	58%	41%	2%		

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White Hispanics, continued to make up the largest percentage of violent crime victims in 2022.





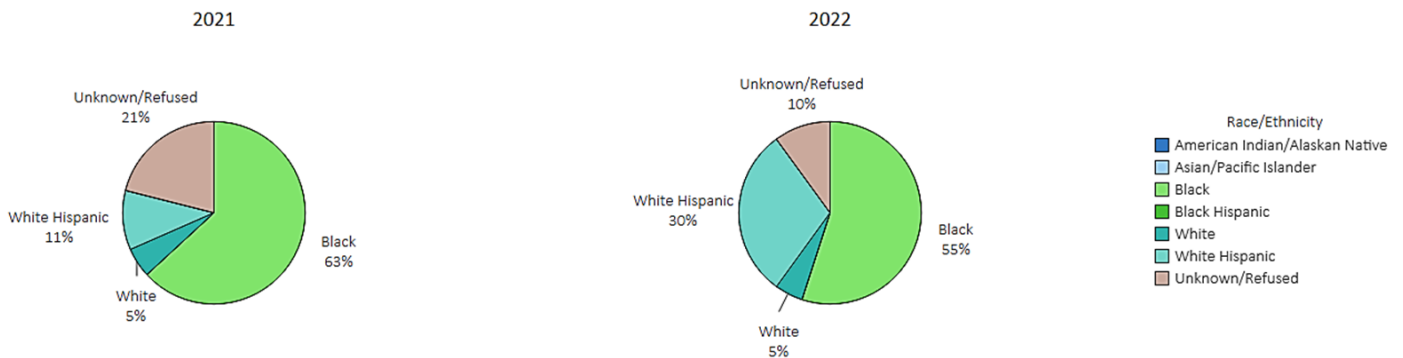
Victim Demographics—Violent Crime Index Continued.

Human Trafficking Totals Comparison 2021 vs. 2022

2021					
Human Trafficking	Male	Female	Unknown	Total	% of Total
Black	0	12	0	12	63%
Unknown/Refused	0	4	0	4	21%
White Hispanic	0	2	0	2	11%
White	0	1	0	1	5%
American Indian/Alaskan Native	0	0	0	0	0%
Asian/Pacific Islander	0	0	0	0	0%
Black Hispanic	0	0	0	0	0%
Total	0	19	0	19	
% of Total	0%	100%	0%		

2022					
Human Trafficking	Male	Female	Unknown	Total	% of Total
Black	0	11	0	11	55%
White Hispanic	3	3	0	6	30%
Unknown/Refused	0	2	0	2	10%
White	0	1	0	1	5%
American Indian/Alaskan Native	0	0	0	0	0%
Asian/Pacific Islander	0	0	0	0	0%
Black Hispanic	0	0	0	0	0%
Total	3	17	0	20	
% of Total	15%	85%	0%		

NOTE: Victim demographics for violent crimes remained consistent in 2022 when compared to 2021. African Americans, followed by White Hispanics, continued to make up the largest percentage of violent crime victims in 2022.





Victim Resources

Police officers and investigators have important roles to play in responding to violent crime incidents. By doing the job efficiently and carefully, police can reinforce the message that these crimes will be investigated aggressively, thus enhancing the likelihood of a successful prosecution.

If you or someone you know has been a victim of a violent crime, please visit the Office of Community Policing Crime Victim Services website or City of Chicago's Public Safety Assistance website for support and resources.

<https://home.chicagopolice.org/community-policing-group/victims/>

<https://www.chicago.gov/city/en/sites/public-safety-and-violence-reduction/home/public-safety-assistance.html>

Illinois Attorney General Crime Victim Assistance <http://www.illinoisattorneygeneral.gov/victims/>

Chicago Police Department Civil Rights Unit

The Civil Rights Unit is primarily responsible for the investigation of reported hate crimes. Working in conjunction with the Bureau of Detectives, Bureau of Patrol, and Youth Investigations Division, reported hate crimes are investigated promptly and attempts are made to arrest all persons alleged to have violated the rights of others. <https://home.chicagopolice.org/about/specialized-units/civil-rights-unit/>

Chicago Commission on Human Relations

The Chicago Commission on Human Relations is the city's civil rights department that is charged with enforcing the Chicago Human Rights Ordinance and the Chicago Fair Housing Ordinance. The commission investigates complaints to determine whether discrimination may have occurred in the areas of employment, housing, and public accommodations and uses its enforcement powers to punish acts of discrimination. Under the city's hate crimes law, the agency aids hate-crime victims. <https://www.chicago.gov/city/en/depts/cchr.html>

ADL—Fighting Hate for the Good

ADL (Anti-Defamation League) is a leading anti-hate organization. Founded in 1913 in response to an escalating climate of anti-Semitism and bigotry, its timeless mission is to protect the Jewish people and to secure justice and fair treatment for all. Today, ADL continues to fight all forms of hate with the same vigor and passion.

<https://www.adl.org/>

Cook County State's Attorney's Office Victim and Witness Assistance

The mission of the Cook County State's Attorney's Office Victim Witness Assistance Unit is to enhance prosecution efforts by delivering the highest quality of services to victims and witnesses in the areas of advocacy and court support. Providing victims with information and social service referrals is a responsibility mandated by the Illinois Rights of Crime Victims and Witnesses Act.

<https://www.cookcountystatesattorney.org/resources/victim-witness-assistance-program>

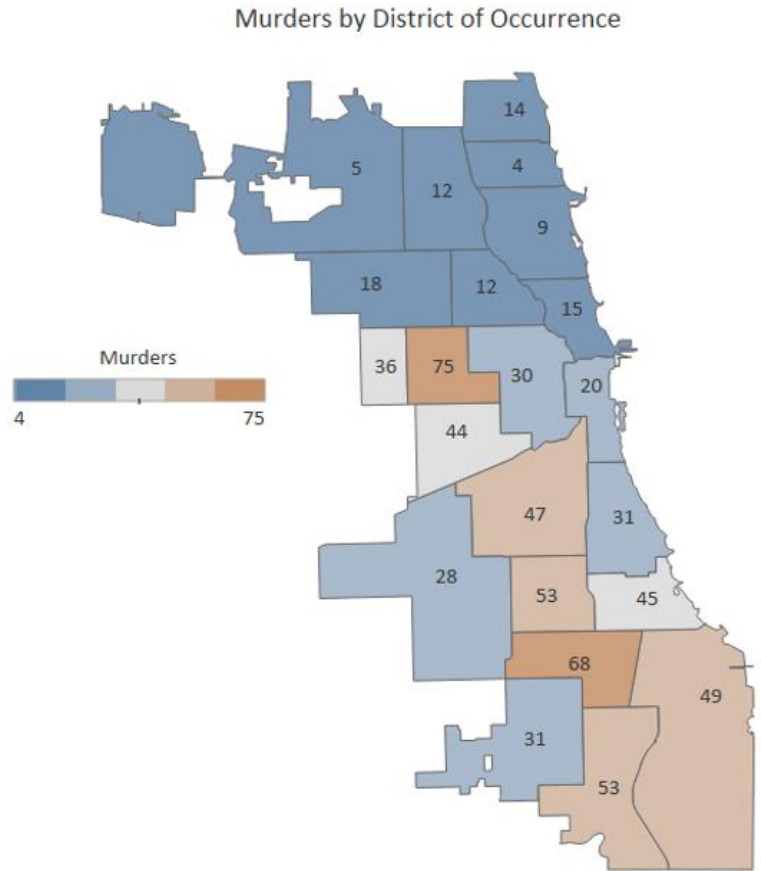


Crime Victim Services
OFFICE OF COMMUNITY POLICING



Criminal Homicide (Murder) by District of Occurrence

District	2021	2022	(+/-)	% Change
01	7	20	13	186%
02	39	31	-8	-21%
03	63	45	-18	-29%
04	44	49	5	11%
05	70	53	-17	-24%
06	82	68	-14	-17%
07	57	53	-4	-7%
08	39	28	-11	-28%
09	42	47	5	12%
10	65	44	-21	-32%
11	106	75	-31	-29%
12	38	30	-8	-21%
14	13	12	-1	-8%
15	46	36	-10	-22%
16	5	5	0	0%
17	9	12	3	33%
18	8	15	7	88%
19	3	9	6	200%
20	3	4	1	33%
22	20	31	11	55%
24	5	14	9	180%
25	40	18	-22	-55%
Total	804	699	-105	-13%



In 2022, the top five districts with the largest total decrease in murders compared to 2021 were 11, 25, 10, 03, and 05, while the districts with the largest total increase were 1, 22, and 24. Overall, 2022 homicides citywide **decreased** by 105 incidents (-13%).

Criminal Homicide by Victim and Offender Criminal Background

	Victims				Offenders			
	2021		2022		2021		2022	
Criminal Background	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total
Prior Record	625	78%	536	77%	276	85%	212	80%
No Prior Record	179	22%	163	23%	48	15%	52	20%
Total	804		699		324		264	

In 2022, 77% of homicide victims had prior criminal records, and 80% of homicide offenders had criminal records, both of which were down slightly from 2021.



Criminal Homicide (Murder)—Supplemental Information

Criminal Homicide by Motive

Motive	2021		2022	
	Murders	% of Known	Murders	% of Known
Gang Altercation	256	49%	214	41%
Dispute/Altercation - General	155	29%	209	40%
Domestic Altercation	42	8%	55	10%
Robbery	45	9%	35	7%
Other Circumstance/Motive	28	5%	12	2%
Total Known Motive	526		525	
Unknown Motive	278		174	
Total All Criminal Homicides	804		699	

Detectives assign a motive to each homicide, when those facts exist. Motives may be unknown or may change at the conclusion of an investigation. Of the criminal homicides with known motives, 41% were reported as resulting from a "Gang Altercation." Other motives include a general "Dispute/Altercation" (40%), "Domestic Altercation" (10%), "Robbery" (7%), and "Other Circumstance/ Motive" (2%). Overall there was a 10 percentage point increase in known motives. Gang altercations decreased slightly and general altercations increased.

Criminal Homicide by Victim's Relationship to Offender

Victim Relationship to Offender	2021		2022	
	Murders	% of Known	Murders	% of Known
No Relationship/Stranger	149	60%	212	67%
Acquaintance	58	23%	54	17%
Romantic Partner	19	8%	22	7%
Family	11	4%	15	5%
Otherwise Known	6	2%	11	3%
Friend	4	2%	3	1%
Total Known Relationship	247		317	
Total Unknown Relationship	557		382	
Total	804		699	

During the course of homicide investigations, detectives work to determine the relationship between the victim and the offender. When a specific relationship is not indicated based on the facts known, the detectives will indicate an "Unknown Relationship." This indication can be amended once additional information is learned at any point throughout the investigation. For the majority of criminal homicides in 2022, the relationship between the victim and offender was "unknown" (55%). For those known relationships, the predominant category was "No Relationship/Stranger" (67%), followed by "Acquaintance" (17%), and "Romantic Partner" (7%). The "No Relationship/Stranger" category often applies to gang conflicts, because there is no previous relationship between the victim and offender.



Criminal Homicide (Murder)—Supplemental Information Continued.

Criminal Homicide by Injury Type

Injury Type	2021		2022	
	Murders	% of Total	Murders	% of Total
Gun Shot Wound	750	93%	637	91%
Stab Wound	30	4%	29	4%
Other Injury	17	2%	23	3%
Injury from Assault	7	1%	10	1%
Total	804		699	

Despite gunshot wounds being the leading homicide-related injury in 2022 (91%), there were 113 fewer instances (-15%) compared to 2021.

Criminal Homicide Victims and Identified Offenders by Age

Age Group	Victims				Offenders			
	2021		2022		2021		2022	
	Total	% of Total	Total	% of Total	Total	% of Total	Total	% of Total
0-17	55	7%	65	9%	27	8%	27	10%
18-21	103	13%	95	14%	74	23%	56	21%
22-30	297	37%	218	31%	137	42%	92	35%
31-40	192	24%	188	27%	51	16%	48	18%
41-50	83	10%	74	11%	18	6%	20	8%
50+	74	9%	59	8%	17	5%	21	8%
Total	804		699		324		264	
Average Age	31		31		28		29	
Most Common Age	27		30		18		20	

Persons 22–30 years of age comprised the largest group of both homicide victims and homicide offenders in 2022 (31% and 35%, respectively). The next highest category was slightly older for victims (age 31–40, comprising 27%) and slightly younger for offenders (age 18–21, comprising 21%). These trends are consistent with 2021.

NOTE: An offender is someone who has been identified as a person who has committed a crime.

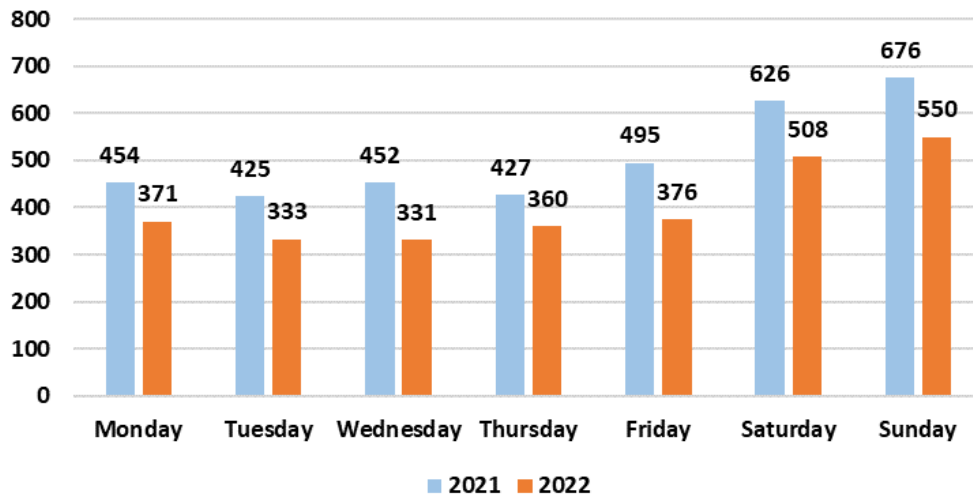


Shooting Incidents by Day of the Week

Day of Week	2021		2022	
	Incidents	% of Incidents	Incidents	% of Incidents
Monday	454	13%	371	13%
Tuesday	425	12%	333	12%
Wednesday	452	13%	331	12%
Thursday	427	12%	360	13%
Friday	495	14%	376	13%
Saturday	626	18%	508	18%
Sunday	676	19%	550	19%
Total	3,555	100%	2,829	100%

Shooting incidents were most common on Saturdays and Sundays in 2022. As noted in "shootings by time of day," shootings can be common in the early morning hours, after midnight. Therefore, shootings may happen in the early morning hours of Saturday (shortly after Friday night) or Sunday (shortly after Saturday night).

2022 Shooting Incidents by Day of Week



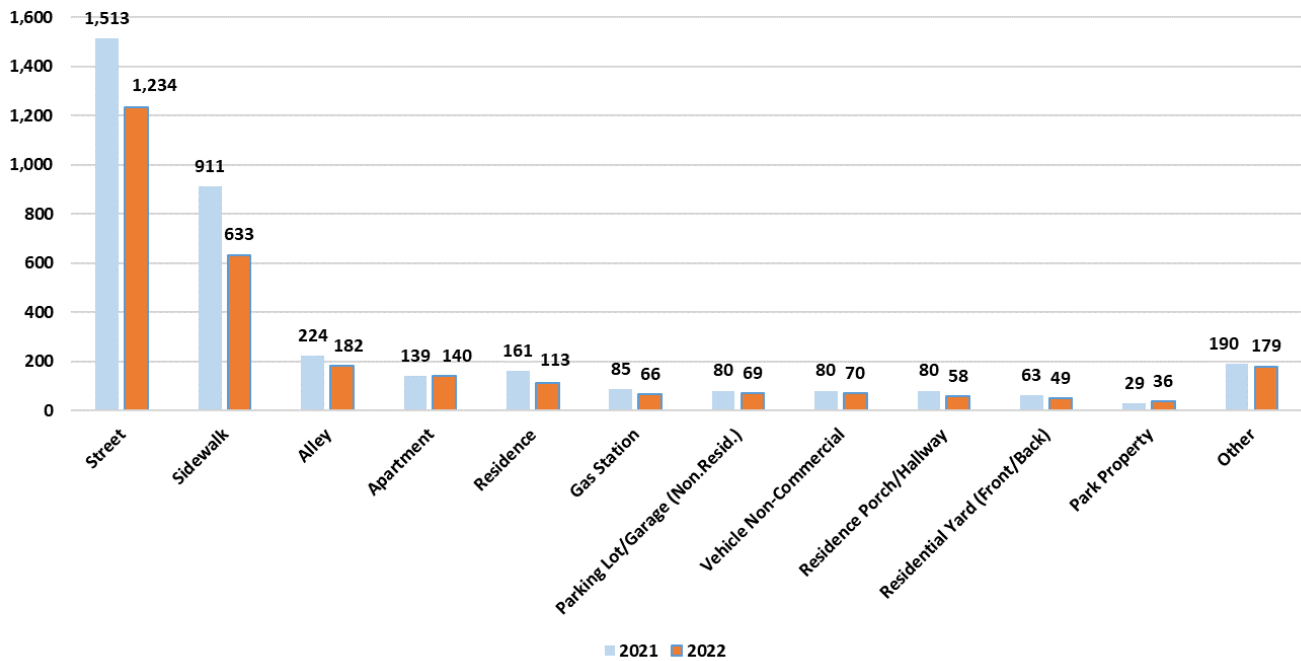


Shooting Incidents by Location

Location	2021		2022	
	Incidents	% of Incidents	Incidents	% of Incidents
Street	1,513	43%	1,234	44%
Sidewalk	911	26%	633	22%
Alley	224	6%	182	6%
Apartment	139	4%	140	5%
Residence	161	5%	113	4%
Gas Station	85	2%	66	2%
Parking Lot/Garage (Non.Resid.)	80	2%	69	2%
Vehicle Non-Commercial	80	2%	70	2%
Residence Porch/Hallway	80	2%	58	2%
Residential Yard (Front/Back)	63	2%	49	2%
Park Property	29	1%	36	1%
Other	190	5%	179	6%
Total	3,555	100%	2,829	100%

The majority of shootings (66%) happen on the street (44%) or sidewalk (22%). This trend has remained consistent in recent years, and it is why patrols focus on these areas.

2022 Shooting Incidents by Location

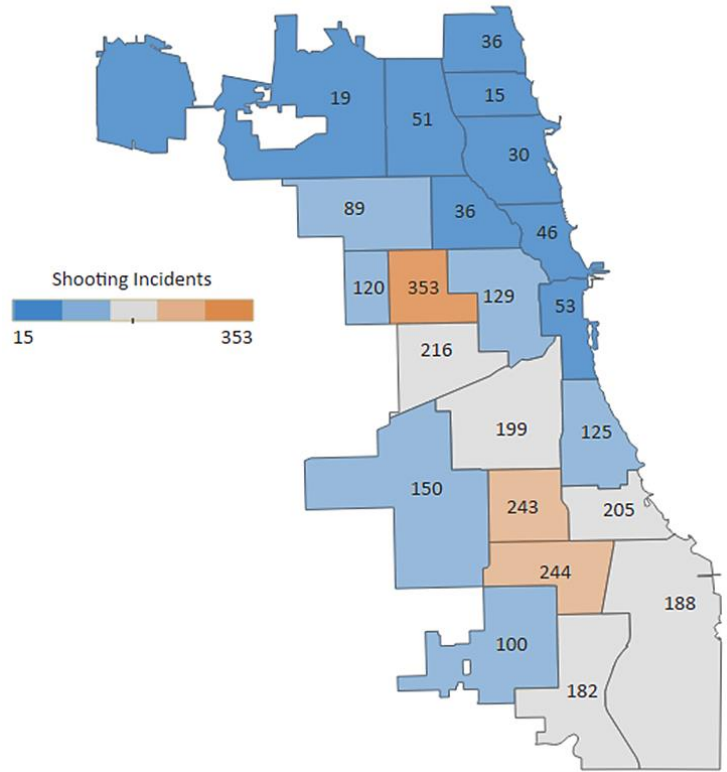




Shooting Incidents by District of Occurrence

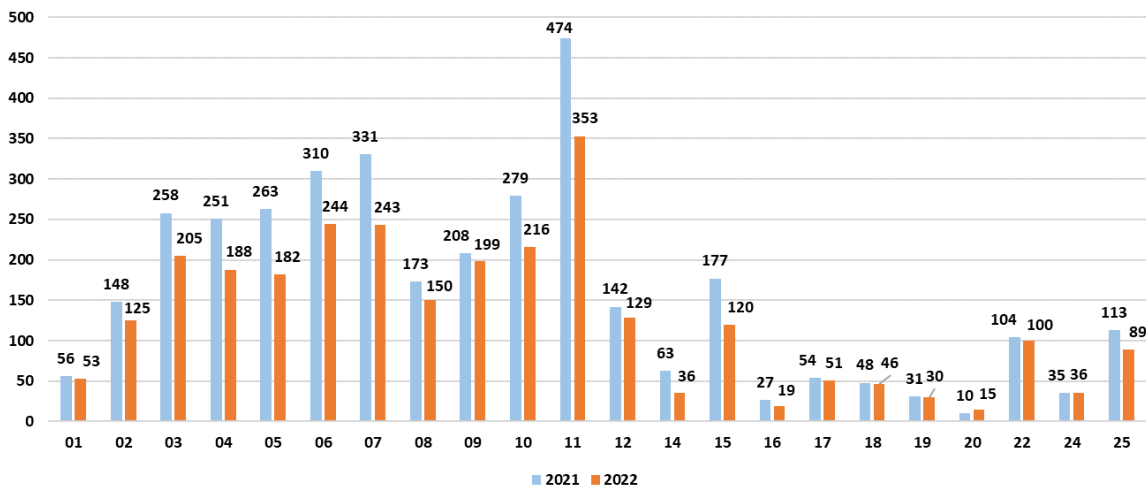
District	2021	2022	(+/-)	% Change
01	56	53	-3	-5%
02	148	125	-23	-16%
03	258	205	-53	-21%
04	251	188	-63	-25%
05	263	182	-81	-31%
06	310	244	-66	-21%
07	331	243	-88	-27%
08	173	150	-23	-13%
09	208	199	-9	-4%
10	279	216	-63	-23%
11	474	353	-121	-26%
12	142	129	-13	-9%
14	63	36	-27	-43%
15	177	120	-57	-32%
16	27	19	-8	-30%
17	54	51	-3	-6%
18	48	46	-2	-4%
19	31	30	-1	-3%
20	10	15	5	50%
22	104	100	-4	-4%
24	35	36	1	3%
25	113	89	-24	-21%
Total	3,555	2,829	-726	-20%

Shooting Incidents by District of Occurrence



Shooting incidents were down 20% in 2022, led by significant decreases in the 11th, 7th, 6th, and 5th Districts. Only the 20th and 24th Districts experienced an increase in 2022 (+6 combined).

2022 Shooting Incidents by District of Occurrence



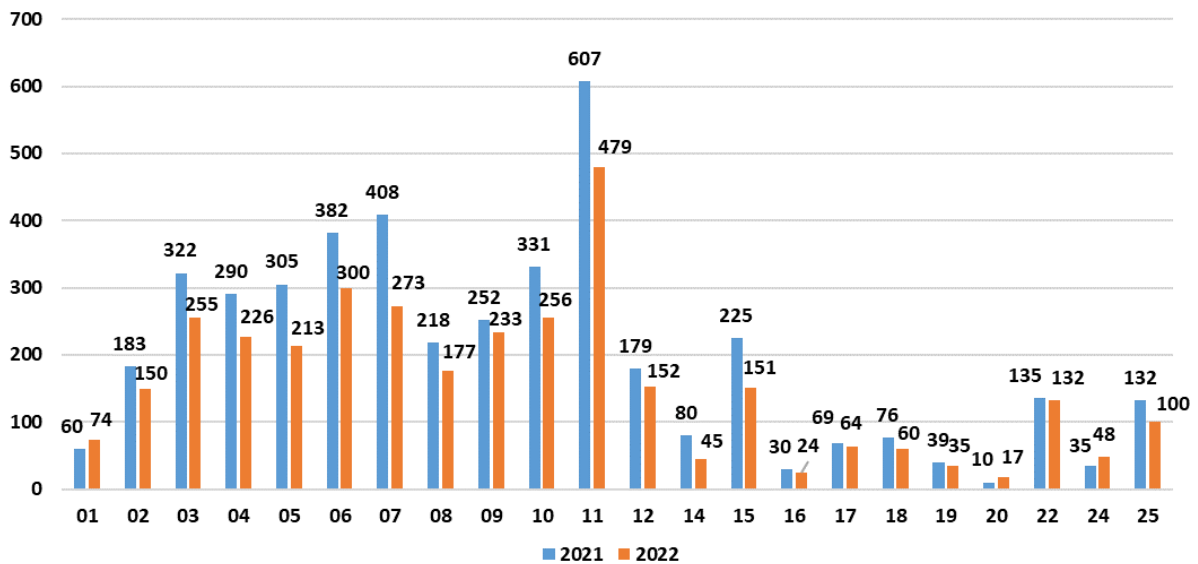


Shooting Victims by District of Occurrence

District	2021	2022	(+/-)	% Change
01	60	74	14	23%
02	183	150	-33	-18%
03	322	255	-67	-21%
04	290	226	-64	-22%
05	305	213	-92	-30%
06	382	300	-82	-21%
07	408	273	-135	-33%
08	218	177	-41	-19%
09	252	233	-19	-8%
10	331	256	-75	-23%
11	607	479	-128	-21%
12	179	152	-27	-15%
14	80	45	-35	-44%
15	225	151	-74	-33%
16	30	24	-6	-20%
17	69	64	-5	-7%
18	76	60	-16	-21%
19	39	35	-4	-10%
20	10	17	7	70%
22	135	132	-3	-2%
24	35	48	13	37%
25	132	100	-32	-24%
Total	4,368	3,464	-904	-21%

In 2022, there were 3,464 reported shooting victims across the city, down 21% over the previous year, led by significant decreases in the 7th and 11th Districts. The city's 1st District (downtown) experienced a 23% increase in victims.

2022 Shooting Victims by District of Occurrence

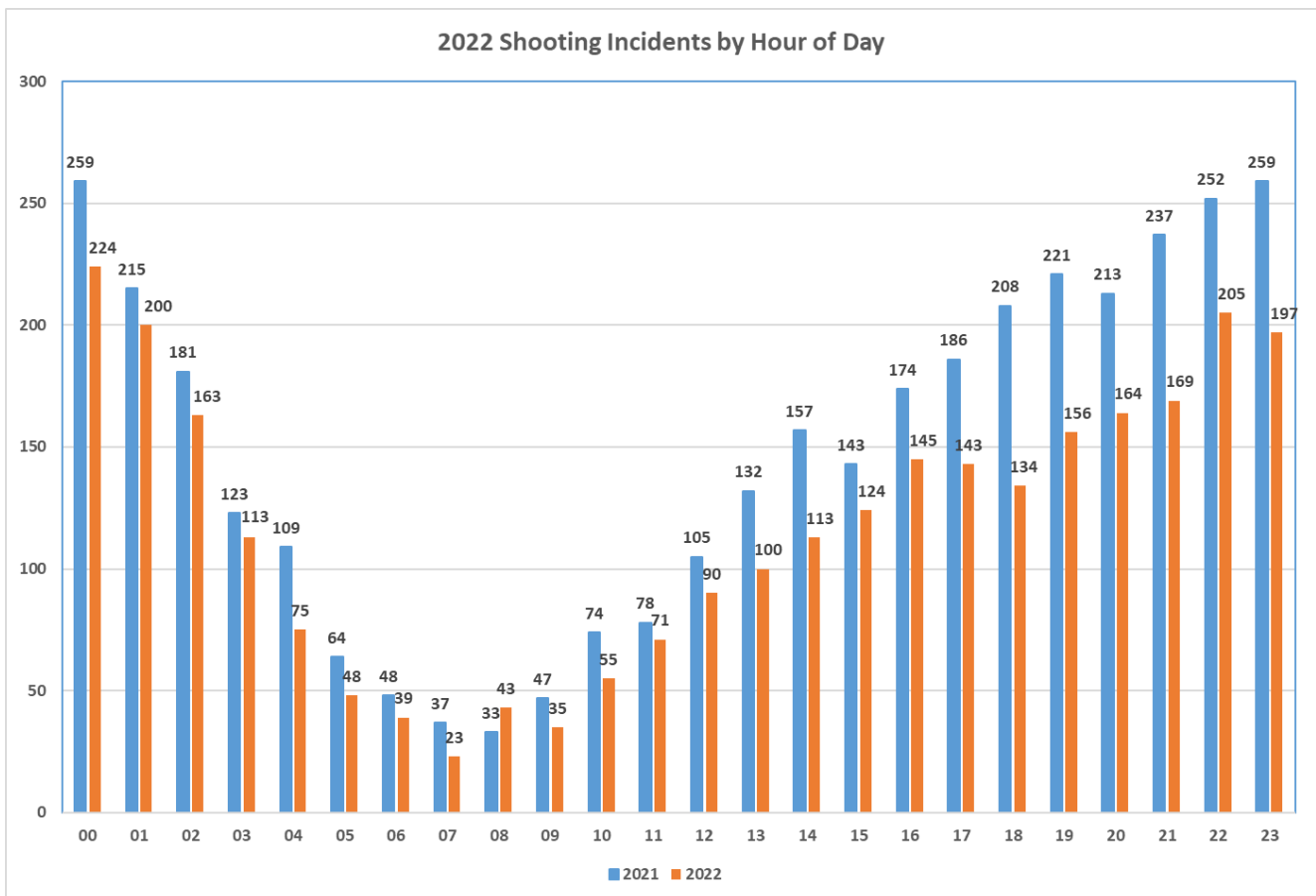




Shooting Incidents by Hour of the Day

Hour	2021		2022		Hour	2021		2022	
	Incidents	% of Incidents	Incidents	% of Incidents		Incidents	% of Incidents	Incidents	% of Incidents
00	259	7%	224	8%	12	105	3%	90	3%
01	215	6%	200	7%	13	132	4%	100	4%
02	181	5%	163	6%	14	157	4%	113	4%
03	123	3%	113	4%	15	143	4%	124	4%
04	109	3%	75	3%	16	174	5%	145	5%
05	64	2%	48	2%	17	186	5%	143	5%
06	48	1%	39	1%	18	208	6%	134	5%
07	37	1%	23	1%	19	221	6%	156	6%
08	33	1%	43	2%	20	213	6%	164	6%
09	47	1%	35	1%	21	237	7%	169	6%
10	74	2%	55	2%	22	252	7%	205	7%
11	78	2%	71	3%	23	259	7%	197	7%
Total	3,555	100%	2,829	100%					

Hour of day is based on a 24-hour day. The "00" hour represents the 12 a.m. hour, the "12" hour represents the 12 p.m. hour, and the "23" hour represents the 11 p.m. hour. As shown, shooting incidents are most common in the late evening and early morning hours.





Mass Shootings by District of Occurrence

District	2021	2022	(+/-)	% Change
01	0	5	5	NC
02	4	4	0	0%
03	15	8	-7	-47%
04	6	9	3	50%
05	4	6	2	50%
06	10	14	4	40%
07	12	7	-5	-42%
08	8	3	-5	-63%
09	8	8	0	0%
10	10	6	-4	-40%
11	28	24	-4	-14%
12	8	4	-4	-50%
14	3	1	-2	-67%
15	11	7	-4	-36%
16	1	1	0	0%
17	4	3	-1	-25%
18	8	2	-6	-75%
19	2	1	-1	-50%
20	0	0	0	NC
22	5	8	3	60%
24	0	2	2	NC
25	1	0	-1	-100%
Total	148	123	-25	-17%

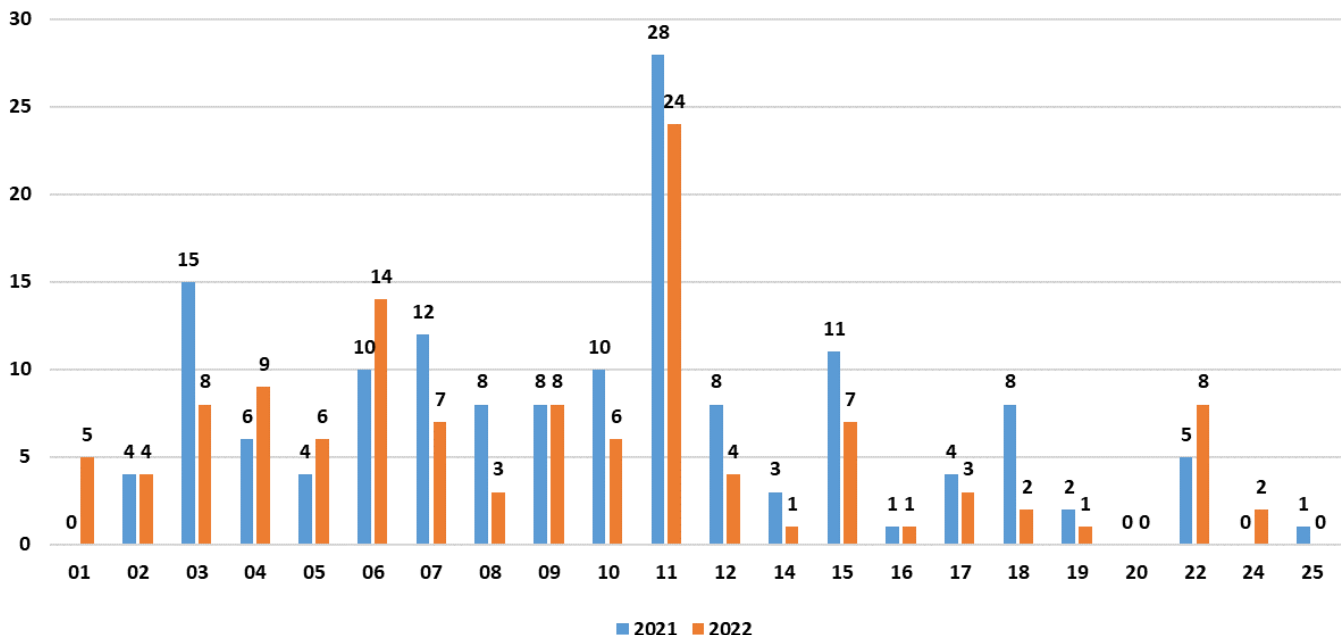
For the purposes of this report, a mass shooting is defined as three or more shooting victims (non-fatal and fatal) per incident. This definition is based on the *Investigative Assistance for Violent Crimes Act of 2012*, signed by the President of the United States in January 2013. The law provides federal assistance to state and local authorities in cases of mass killings or **attempted** mass killings. A mass killing is defined as three or more killings in a single incident.

Reference: <https://www.govinfo.gov/content/pkg/PLAW-112publ265/pdf/PLAW-112publ265.pdf>

The Chicago Police Department started reporting mass shooting incidents in 2021. Overall, data reflects a downward trend. In 2020 there were 151 mass shooting incidents, in 2021 there were 148, and in 2022 there were 123. Mass shooting incidents were down 17% in 2022 compared to the previous year and down 19% compared to 2020.

In 2022, the districts with the largest decrease in mass shooting incidents were 3, 18, 7, and 8. Combined, these districts had 23 fewer mass shooting incidents compared to 2021.

2022 Mass Shootings by District of Occurrence



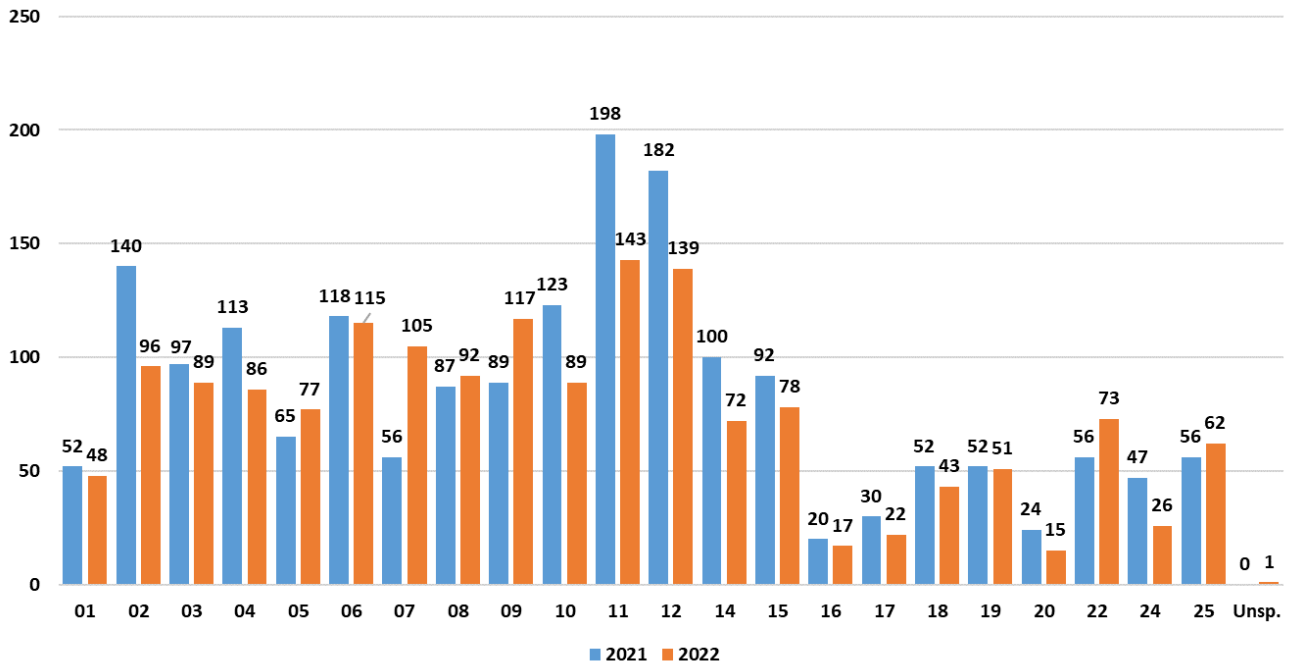


Vehicular Hijacking Incidents by District of Occurrence

District	2021	2022	(+/-)	% Change
01	52	48	-4	-8%
02	140	96	-44	-31%
03	97	89	-8	-8%
04	113	86	-27	-24%
05	65	77	12	18%
06	118	115	-3	-3%
07	56	105	49	88%
08	87	92	5	6%
09	89	117	28	31%
10	123	89	-34	-28%
11	198	143	-55	-28%
12	182	139	-43	-24%
14	100	72	-28	-28%
15	92	78	-14	-15%
16	20	17	-3	-15%
17	30	22	-8	-27%
18	52	43	-9	-17%
19	52	51	-1	-2%
20	24	15	-9	-38%
22	56	73	17	30%
24	47	26	-21	-45%
25	56	62	6	11%
Unspecified	0	1	1	NC
Total	1,849	1,656	-193	-10%

Overall, vehicular hijackings were down 10% in 2022, led by decreases in the 11th, 2nd, 12th, and 10th Districts. During the same time period, there were increases in the 7th and 9th Districts, which are located next to one another.

2022 Vehicular Hijacking Incidents by District of Occurrence

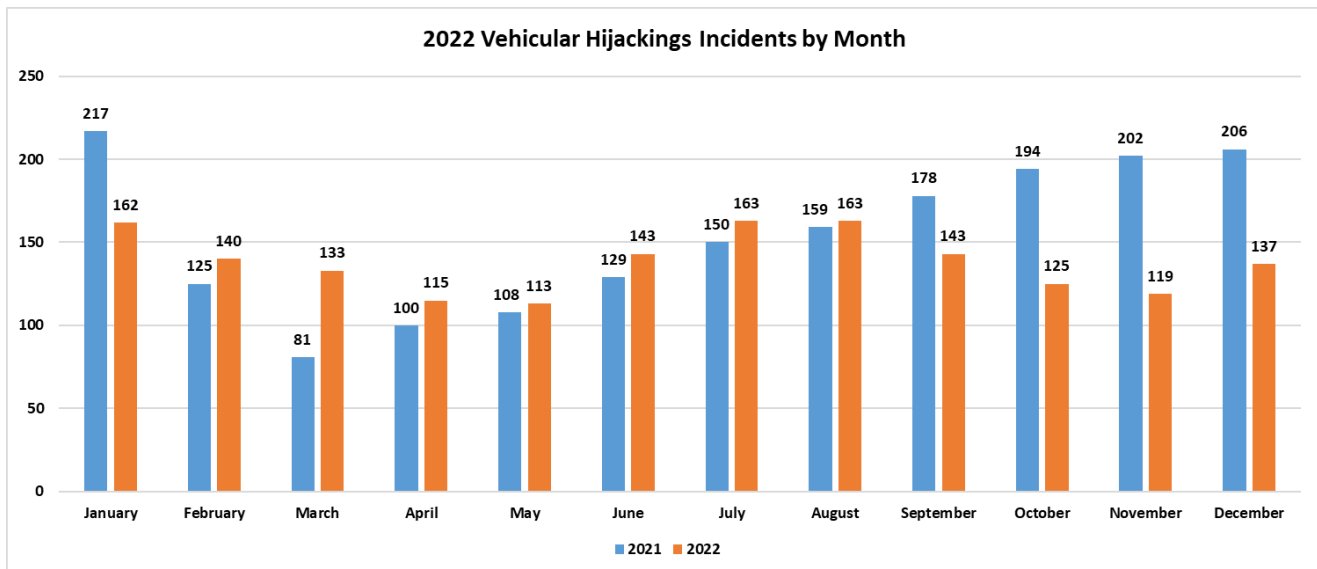




Vehicular Hijacking Incidents by Month

Month	2021	2022	(+/-)	% Change
January	217	162	-55	-25%
February	125	140	15	12%
March	81	133	52	64%
April	100	115	15	15%
May	108	113	5	5%
June	129	143	14	11%
July	150	163	13	9%
August	159	163	4	3%
September	178	143	-35	-20%
October	194	125	-69	-36%
November	202	119	-83	-41%
December	206	137	-69	-33%
Total	1,849	1,656	-193	-10%

As shown, there were significantly fewer vehicular hijackings in the last four months of 2022 when compared to 2021.



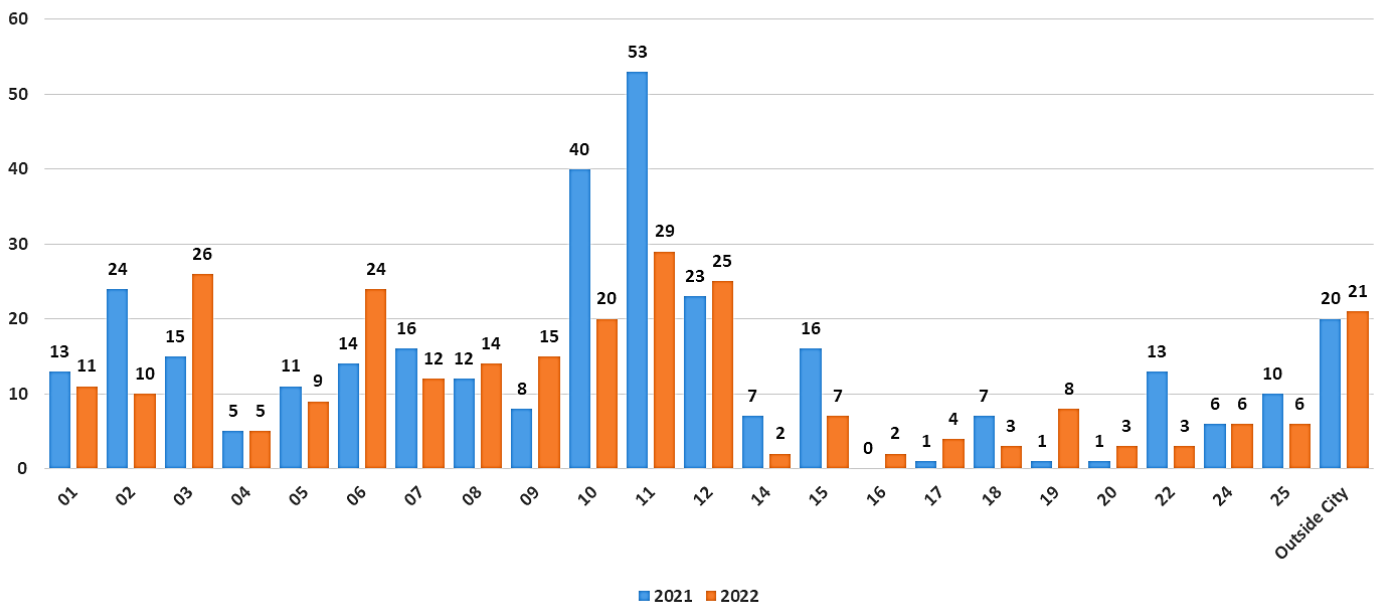


Vehicular Hijacking Arrests by District of Arrest

District	2021	2022	(+/-)	% Change
01	13	11	-2	-15%
02	24	10	-14	-58%
03	15	26	11	73%
04	5	5	0	0%
05	11	9	-2	-18%
06	14	24	10	71%
07	16	12	-4	-25%
08	12	14	2	17%
09	8	15	7	88%
10	40	20	-20	-50%
11	53	29	-24	-45%
12	23	25	2	9%
14	7	2	-5	-71%
15	16	7	-9	-56%
16	0	2	2	NC
17	1	4	3	300%
18	7	3	-4	-57%
19	1	8	7	700%
20	1	3	2	200%
22	13	3	-10	-77%
24	6	6	0	0%
25	10	6	-4	-40%
Outside City	20	21	1	5%
Total	316	265	-51	-16%

Over half of those arrested for a vehicle hijacking offense in 2022 were minors/juveniles (see next page). Overall, arrests were down approximately 16% in 2022, though vehicular hijackings were also down.

2022 Vehicular Hijacking Incidents by District of Arrest





Vehicular Hijacking Arrests—Juveniles vs. Adults

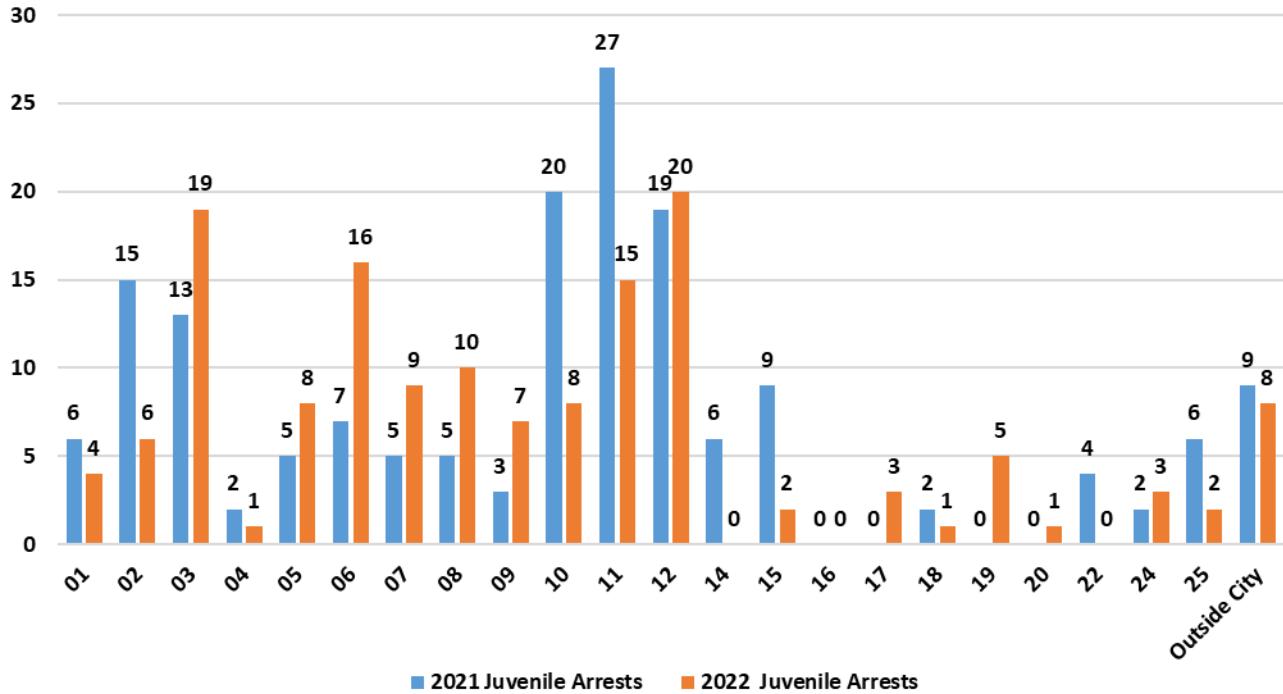
District	2021 Juvenile Arrests		2022 Juvenile Arrests		(+/-)	District	2021 Adult Arrests		2022 Adult Arrests		(+/-)
	2021 Total	% of Total	2022 Total	% of Total			2021 Total	% of Total	2022 Total	% of Total	
01	6	46%	4	36%	-2	01	7	54%	7	64%	0
02	15	63%	6	60%	-9	02	9	38%	4	40%	-5
03	13	87%	19	73%	6	03	2	13%	7	27%	5
04	2	40%	1	20%	-1	04	3	60%	4	80%	1
05	5	45%	8	89%	3	05	6	55%	1	11%	-5
06	7	50%	16	67%	9	06	7	50%	8	33%	1
07	5	31%	9	75%	4	07	11	69%	3	25%	-8
08	5	42%	10	71%	5	08	7	58%	4	29%	-3
09	3	38%	7	47%	4	09	5	63%	8	53%	3
10	20	50%	8	40%	-12	10	20	50%	12	60%	-8
11	27	51%	15	52%	-12	11	26	49%	14	48%	-12
12	19	83%	20	80%	1	12	4	17%	5	20%	1
14	6	86%	0	0%	-6	14	1	14%	2	100%	1
15	9	56%	2	29%	-7	15	7	44%	5	71%	-2
16	0	N/A	0	0%	0	16	0	N/A	2	100%	2
17	0	0%	3	75%	3	17	1	100%	1	25%	0
18	2	29%	1	33%	-1	18	5	71%	2	67%	-3
19	0	0%	5	63%	5	19	1	100%	3	38%	2
20	0	0%	1	33%	1	20	1	100%	2	67%	1
22	4	31%	0	0%	-4	22	9	69%	3	100%	-6
24	2	33%	3	50%	1	24	4	67%	3	50%	-1
25	6	60%	2	33%	-4	25	4	40%	4	67%	0
Outside City	9	45%	8	38%	-1	Outside City	11	55%	13	62%	2
Total	165	52%	148	56%	-17	Total	151	48%	117	44%	-34

As shown above, 56% of vehicular hijacking arrestees in 2022 were juveniles. For these arrests, a minor/juvenile is defined as any person under 18 years of age.

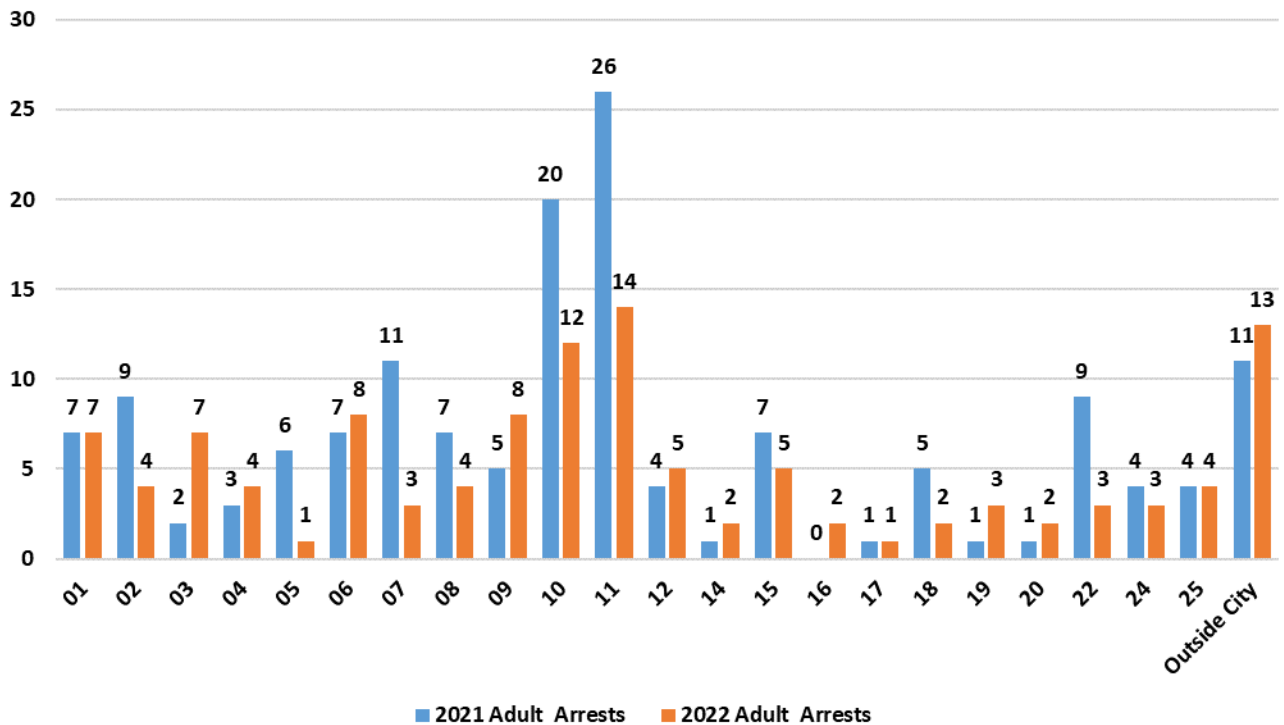


Vehicular Hijacking Arrests—Juveniles vs. Adults Continued

2022 Vehicular Hijacking Arrests - Juveniles



2022 Vehicular Hijacking Arrests - Adults





BIAS-RELATED OFFENSES

Overview of CPD's Civil Rights Unit and Response to Hate Crimes

A hate crime is a crime that is motivated by a bias against certain personal characteristics. Unfortunately, there are individuals and hate groups who would disrespect the diversity of our city by committing crimes or acts targeting individuals or groups based on actual or perceived race, color, creed, religion, ancestry, gender, sexual orientation, physical or mental disability, citizenship, immigration status, or national origin. A hate crime is an offense under both the Illinois Compiled Statutes (720 ILCS 5/12-7.1) and Municipal Code of Chicago (8-4-08). Hate crimes are particularly egregious offenses, and they will not be tolerated in the City of Chicago.

Each hate crime and bias-motivated incident includes (1) an underlining incident/offense (predicate offense), and (2) a motive based on the victim's actual or perceived membership in a particular demographic group. The reported incident may involve any action by a person directed toward another person or another person's property. The incident may include criminal acts (e.g., assault, battery, criminal damage to property) and noncriminal acts (e.g., insults, jeers, sighs, literature, or any other such expression) where the primary motive or intent of the action is an expression of animosity, contempt, or bias based upon another's race, gender, color, creed, religion, ancestry, sexual orientation, gender identity, physical or mental disability, or national origin.

Since 2016, Uniform Crime Reporting (UCR) guidelines require law enforcement agencies to classify hate crime incidents based on the following six bias motivation categories: (1) Race/Ethnicity/Ancestry, (2) Religion, (3) Sexual Orientation, (4) Disability, (5) Gender, and (6) Gender Identity. The classification of a bias-motivated incident or hate crime most often comes from the victim providing information during the preliminary investigation that includes evidence or victim perceptions of bias-motivated behavior. In line with recent CPD training on trauma-informed communication (e.g., trauma-informed communication in sexual assault and domestic abuse investigations), CPD begins each hate crimes investigation from a position that the hate crime is bonafide.

The Chicago Police Department's response to hate crimes involves many divisions working together. However, the department's Civil Rights Unit has primary responsibility for responding to and investigating reported hate crimes in the City of Chicago. The Civil Rights Unit works in conjunction with the Bureau of Detectives, Bureau of Patrol, and Youth Investigations Division to investigate hate crimes promptly and attempt to arrest all persons alleged to have violated the law and rights of others. When arrests are made, investigators present evidence to the Felony Review Unit of the Cook County State's Attorney's Office for further review and approval of charges.

In addition to enforcement responsibilities, the Civil Rights Unit is responsible for the documentation and distribution of hate crime statistical data displayed in *the Chicago Police Annual Hate Crimes Report*, this report, and the *FBI yearly Statistical Report*—in compliance with the Federal Hate Crime Statistics Act.

The Chicago Police Department is committed to strengthening its partnership with our lesbian, gay, bisexual, transgender, queer (or sometimes questioning), and other (LGBTQ+) community members to ensure all residents feel safe within their communities, regardless of their sexual orientation or gender identity. The Civil Rights Unit has an LGBTQ+ liaison who leads the unit's efforts to address the concerns



of LGBTQ+ people across the city. In addition, CPD appointed an Immigrant Outreach Liaison who works closely with Chicago's immigrant and refugee community to support and assist those individuals in need. Finally, CPD has homeless and religious minority liaisons who work with unhoused individuals and religious minorities to address the unique challenges facing those communities.

For more information about the Civil Rights Unit, please visit <https://home.chicagopolice.org/about/specialized-units/civil-rights-unit/>. This web page provides contact information for CPD's community liaisons, including immigrant and refugee outreach, Area LGBTQ+, homeless, and religious minority liaisons. The Civil Rights Unit can also be reached by email at civilrights@chicagopolice.org.

Civil Rights Unit—2022 Activity Update

In 2022, the Civil Rights Unit identified 203 separate hate crime incidents. The team provided support to all known victims of those crimes and, when accepted, connected them with resources and services to assist them.

Civil Rights investigators worked in concert with the Chicago Commission on Human Relations and assisted numerous individuals, organizations, and community stakeholders to address hate crimes, developing strategies to reduce hate-motivated incidents and promote awareness among communities highly impacted by these incidents. For example, in early 2022, the Civil Rights Unit conducted a community canvass to introduce themselves and share resources in response to a series of hate crimes within a specific Chicago ward. This canvass led to an invitation to participate in a community meeting, held in February, where the Civil Rights Unit could further engage and partner with members of the community. These types of meetings are essential to supporting communities and sending the message that these crimes should not and will not be tolerated. Overall, the Civil Rights Unit worked with at least twenty different agencies and organizations throughout the year to address hate crimes.

In addition to community and organizational engagements, the Civil Rights Unit provided hate crime training for CPD police recruits at four different times in 2022. Finally, the Training and Support Group, with guidance from the Civil Rights Unit, developed an in-service eLearning training program on hate crimes that was provided to active CPD members in October 2022. CPD was extremely fortunate to have the support of actual hate crime victims who were able to share their experiences as part of this training. This, in turn, allowed department members to take the experience of hearing these stories out into the field with them. CPD achieved secondary compliance with all three of the consent decree's hate crime paragraphs in 2022.

Hate Crimes Data and Reporting

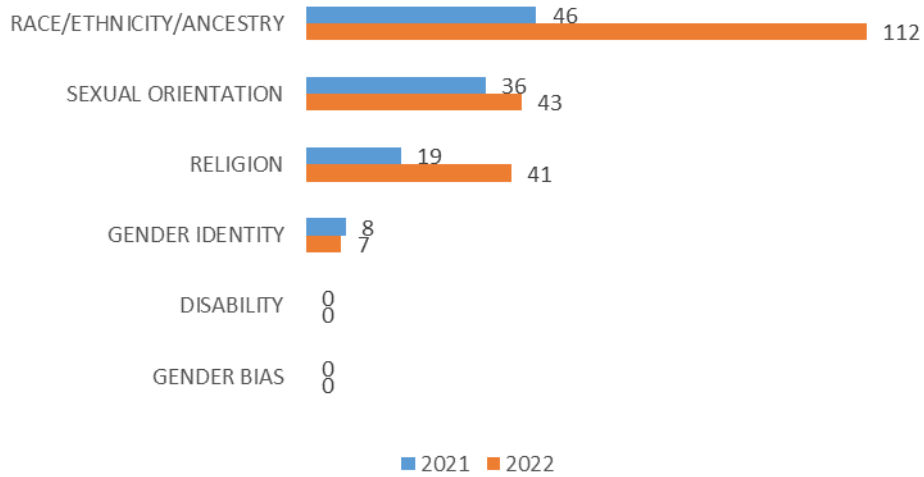
The department's reporting on hate crime data is consistent with the parameters established by the Department of Justice. The term "hate" can be misleading. When used in a hate crime law, the word "hate" does not mean rage, anger, or general dislike. In the legal context, "hate" means bias against people or groups with specific characteristics that are defined by the law. At the federal level, hate crime laws include crimes committed based on the victim's perceived or actual race, color, religion, national origin, sexual orientation, gender, gender identity, or disability.

In 2022, hate crimes reported to the Chicago Police Department increased by 86% over the previous year, from 109 reported incidents to 203. Crimes motivated by Race/Ethnicity/Ancestry (+143%) and Religion



(+116%) largely drove this increase. For the second year in a row, there were no reported incidents with Disability or Gender bias-motivations.

Hate Crimes by Bias Motivation—2021–2022



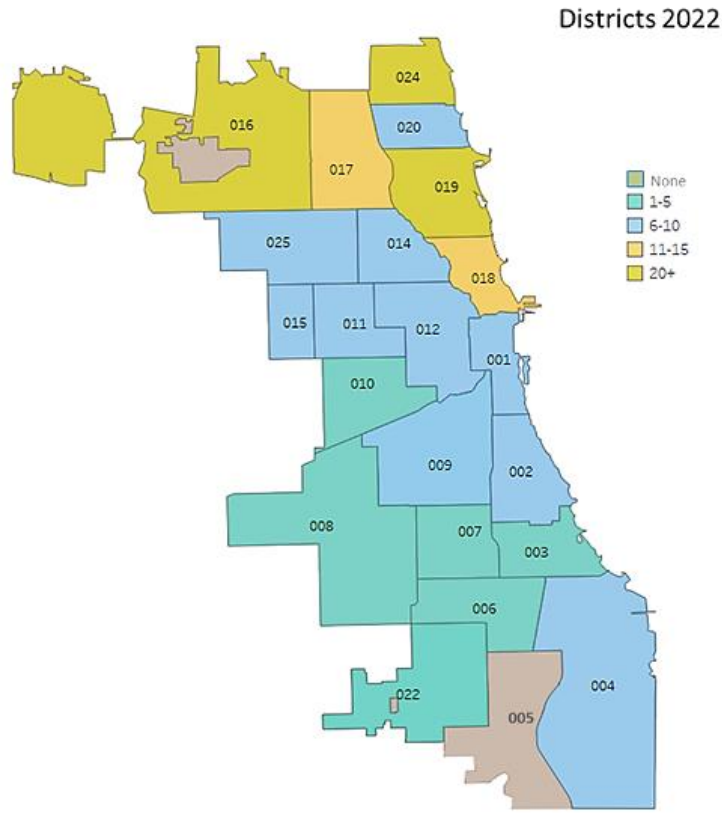
When combining all bias-motivation types, the 24th, 19th, and 16th Districts reported the highest number of hate crimes or bias-motivated incidents in 2022.

Hate Crimes by District and Bias Motivation—2022

District	Gender Identity	Race/Ethnicity/Ancestry	Sexual Orientation	Religion	2022 Total
01	0	6	1	2	9
02	1	6	1	0	8
03	0	1	2	0	3
04	1	5	2	0	8
05	0	0	0	0	0
06	0	0	1	0	1
07	0	1	3	0	4
08	0	2	2	0	4
09	0	7	0	0	7
10	0	1	0	0	1
11	1	5	1	0	7
12	0	8	2	0	10
14	1	1	1	3	6
15	2	4	1	0	7
16	0	9	5	7	21
17	0	7	2	5	14
18	0	9	4	2	15
19	0	12	10	4	26
20	1	6	1	2	10
22	0	6	1	0	7
24	0	9	3	16	28
25	0	7	0	0	7
Total	7	112	43	41	203

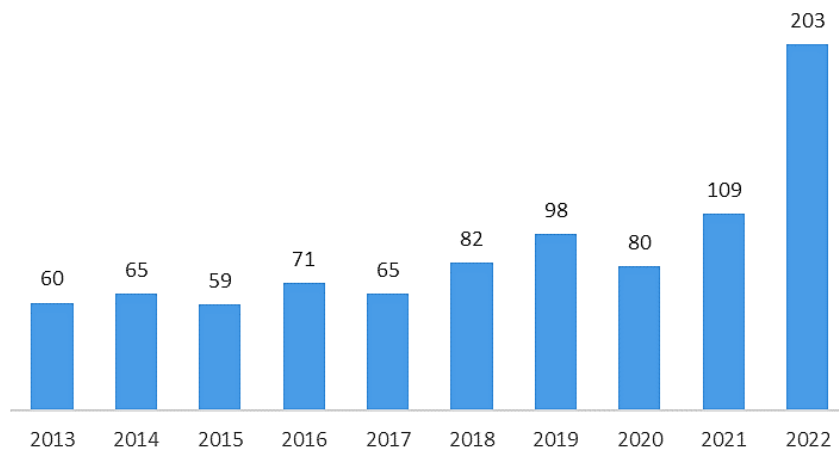


Map of Hate Crimes by District—2022



Hate Crime Ten-Year Trends: 2013—2022

Data from 2022 shows a marked increase in hate crimes since 2021. This follows a fairly consistent trend of increasing hate crimes over the past ten years. Overall, reported hate crimes are up 238% since 2013.





Although multiple organizations and institutions continue to study rising trends across the country, there may be a combination of factors contributing to the rise in reported hate crimes here in Chicago, including:

1. A significant increase in hate crimes;
2. Community members feel empowered to report hate crimes; and
3. Improved recognition and documentation of hate crimes by responding CPD members

CPD holds an assumption that there is a significant disparity between the true number of hate crimes and those reported to law enforcement, though CPD hopes it is beginning to close this gap. It is critical to report hate crimes to not only help and support the victims but also to send a clear message that the community will not tolerate these crimes. Reporting hate crimes allows communities and law enforcement to more fully understand the scope of the problem in a community and dedicate resources toward addressing and preventing these crimes.

For more detailed information, readers can access the department's 2022 Annual Hate Crimes Report at <https://home.chicagopolice.org/statistics-data/statistical-reports/hate-crimes-annual-reports/>.

Stand together



against hate.



Index Crime Clearances

The table below represents index crime clearance rates from 2021 and 2022. It includes incidents that were cleared when the offender(s) was arrested, charged, prosecuted, and cleared exceptionally. With the exception of murders (reported individually), the table below represents clearances for *incidents*.

To exceptionally clear cases, detectives must have identified the suspect, have enough evidence to support the arrest and charging of the suspect and know where the suspect is. However, circumstances exist outside the control of the police department that a suspect cannot be arrested, charged, or prosecuted. These circumstances include (1) offender suicide; (2) double murders (i.e., two persons kill each other); (3) deathbed confessions; (4) instances when the offender is killed by the police or a civilian; (5) instances when the offender is already in custody or serving a sentence confesses to the murder; (6) instances when an offender is prosecuted by state or local authorities in another city for a different offense or prosecuted in another city or state by the federal government for an offense which may be the same; (7) instances when extradition is denied; (8) instances when the offender dies after a warrant is issued, but before being taken into custody; or (9) the prosecution refuses to prosecute the case (Federal Bureau of Investigations, 2016).

As case investigations can extend through multiple years, the reported clearance rates must be inclusive of these cases. To standardize across years, for 2021 and 2022, the below table illustrates the number of incidents that occurred in that same year, with all cases that were cleared in that same year regardless of the year of the incident.

		2021			2022		
		Incidents	Incidents Cleared	% Cleared	Incidents	Incidents Cleared	% Cleared
Violent Crime	Murder	804	399	50%	699	353	51%
	Criminal Sexual Assault	1,795	785	44%	1,896	577	30%
	Robbery	7,923	1,827	23%	8,973	1,807	20%
	Aggravated Assault	7,245	2,003	28%	7,267	2,134	29%
	Aggravated Battery	8,362	2,368	28%	7,499	2,210	29%
Property Crime	Burglary	6,658	1,191	18%	7,592	1,019	13%
	Theft	40,792	3,229	8%	54,677	3,496	6%
	Motor Vehicle Theft	10,599	538	5%	21,422	755	4%
	Arson	527	89	17%	424	74	17%

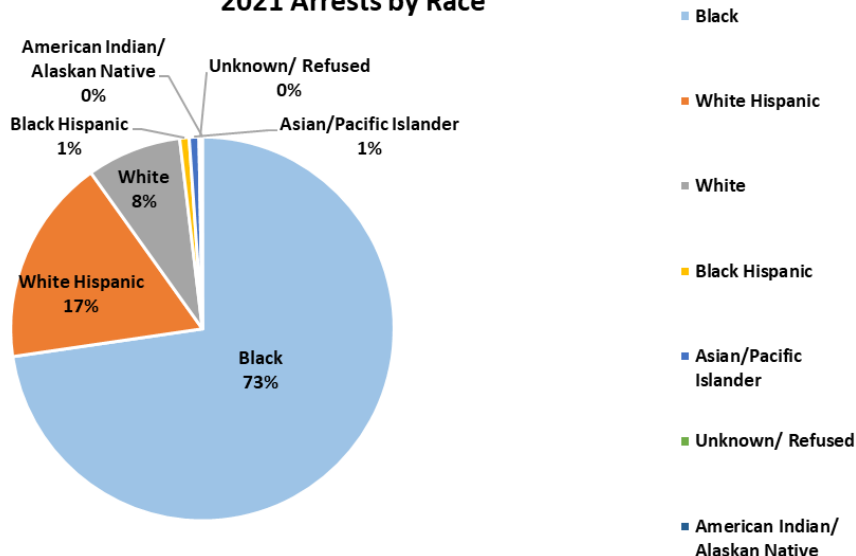


ARREST DATA

2021 Arrests by District and Race of Arrestee

District	American Indian/ Alaskan Native	Asian/Pacific Islander	Black	Black Hispanic	White	White Hispanic	Unknown/ Refused	Total
01	2	16	1,589	19	163	188	15	1,992
02	1	2	1,169	5	28	40	2	1,247
03	0	1	1,491	7	19	16	3	1,537
04	0	1	1,414	10	43	174	6	1,648
05	0	4	1,807	3	23	39	1	1,877
06	1	2	2,498	7	26	30	1	2,565
07	0	0	2,271	7	39	95	2	2,414
08	1	6	912	17	168	805	1	1,910
09	0	19	694	12	143	745	4	1,617
10	1	2	1,505	12	63	652	3	2,238
11	2	6	4,360	42	334	506	1	5,251
12	0	21	851	11	145	330	3	1,361
14	3	15	308	25	137	395	3	886
15	1	1	1,687	5	26	102	0	1,822
16	4	26	374	13	473	423	10	1,323
17	0	25	127	7	157	316	3	635
18	1	30	1,083	10	217	136	4	1,481
19	1	45	560	10	286	225	7	1,134
20	1	22	171	4	118	118	0	434
22	0	2	1,141	7	59	14	1	1,224
24	3	61	518	9	119	156	1	867
25	2	6	839	54	167	1,044	6	2,118
Outside City	0	6	544	7	111	145	6	819
Total	24	319	27,913	303	3,064	6,694	83	38,400

2021 Arrests by Race



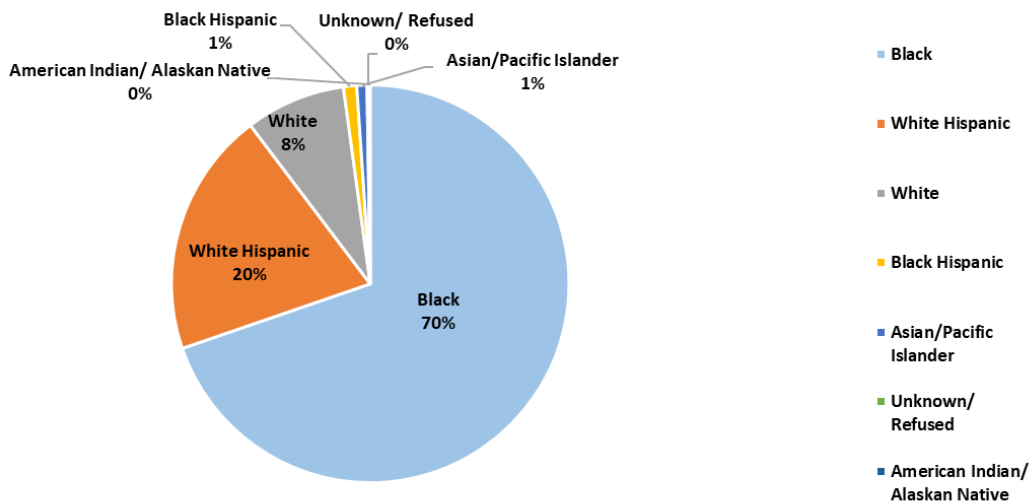


2022 Arrests by District and Race of Arrestee

District	American Indian/ Alaskan Native	Asian/Pacific Islander	Black	Black Hispanic	White	White Hispanic	Unknown/ Refused	Total
01	2	34	1,868	33	251	265	8	2,461
02	1	6	1,563	2	34	52	2	1,660
03	0	0	1,567	4	15	22	2	1,610
04	0	4	1,546	21	44	207	1	1,823
05	0	3	1,885	4	40	40	1	1,973
06	0	4	2,170	8	15	38	3	2,238
07	0	1	1,767	8	38	88	1	1,903
08	1	7	831	15	154	790	3	1,801
09	1	23	783	14	127	785	7	1,740
10	3	4	1,802	30	125	1,031	0	2,995
11	2	6	3,472	37	217	410	10	4,154
12	1	18	1,195	22	214	539	6	1,995
14	1	14	389	51	151	464	4	1,074
15	0	1	1,704	8	31	84	0	1,828
16	1	40	471	27	522	517	5	1,583
17	0	37	212	21	178	575	2	1,025
18	1	26	1,678	18	271	260	6	2,260
19	3	19	669	22	292	303	6	1,314
20	0	20	312	9	140	150	4	635
22	0	1	1,029	5	55	29	0	1,119
24	1	62	658	17	182	258	5	1,183
25	0	6	822	65	176	1,176	7	2,252
Outside City	1	9	511	7	105	188	2	823
Total	19	345	28,904	448	3,377	8,271	85	41,449

Arrests went up approximately 8% in 2022 across all races and up 4% for African Americans, who made up the highest percentage of arrests by race.

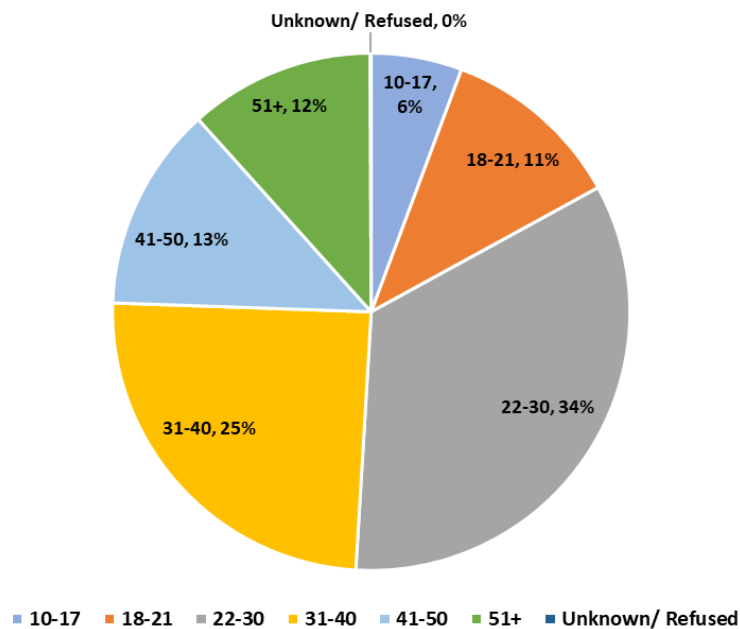
2022 Arrests by Race





2021 Arrests by District and Age Range of Arrestee

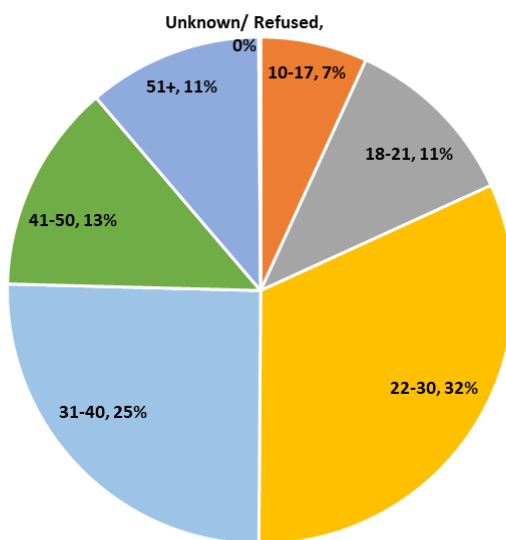
District	10-17	18-21	22-30	31-40	41-50	51+	Unknown/Refused	Total
01	209	242	629	497	222	189	4	1,992
02	74	130	389	319	147	186	2	1,247
03	111	183	541	346	184	172	0	1,537
04	74	180	598	426	195	174	1	1,648
05	125	243	645	433	224	207	0	1,877
06	145	325	952	611	270	261	1	2,565
07	138	310	860	579	265	262	0	2,414
08	104	250	639	495	218	203	1	1,910
09	105	222	552	390	214	134	0	1,617
10	129	320	783	530	273	203	0	2,238
11	282	496	1,592	1,228	779	872	2	5,251
12	100	133	447	346	183	152	0	1,361
14	41	100	311	227	125	81	1	886
15	114	201	604	491	206	206	0	1,822
16	42	82	425	368	199	207	0	1,323
17	19	65	190	170	106	84	1	635
18	75	131	610	320	184	155	6	1,481
19	36	100	374	310	173	141	0	1,134
20	18	46	130	89	78	73	0	434
22	53	153	450	268	162	138	0	1,224
24	56	94	263	215	123	114	2	867
25	74	258	751	580	275	180	0	2,118
Outside City	58	93	290	208	112	58	0	819
Total	2,182	4,357	13,025	9,446	4,917	4,452	21	38,400





2022 Arrests by District and Age Range of Arrestee

District	10-17	18-21	22-30	31-40	41-50	51+	Unknown/Refused	Total
01	230	324	734	607	311	244	11	2,461
02	147	166	549	379	214	203	2	1,660
03	172	199	498	442	163	136	0	1,610
04	129	201	635	446	221	191	0	1,823
05	168	247	692	430	215	221	0	1,973
06	194	283	767	558	254	181	1	2,238
07	167	225	629	456	246	178	2	1,903
08	120	240	590	438	225	183	5	1,801
09	112	238	574	416	237	161	2	1,740
10	184	378	872	752	448	361	0	2,995
11	259	456	1,231	1,081	550	572	5	4,154
12	138	215	624	514	288	214	2	1,995
14	34	110	366	317	158	87	2	1,074
15	126	219	570	494	208	210	1	1,828
16	38	107	434	443	298	259	4	1,583
17	32	109	342	261	168	111	2	1,025
18	117	224	845	549	276	241	8	2,260
19	62	118	423	330	208	172	1	1,314
20	36	44	171	157	118	107	2	635
22	111	133	350	267	140	118	0	1,119
24	53	123	339	323	187	158	0	1,183
25	141	278	744	603	267	219	0	2,252
Outside City	61	72	252	224	127	87	0	823
Total	2,831	4,709	13,231	10,487	5,527	4,614	50	41,449



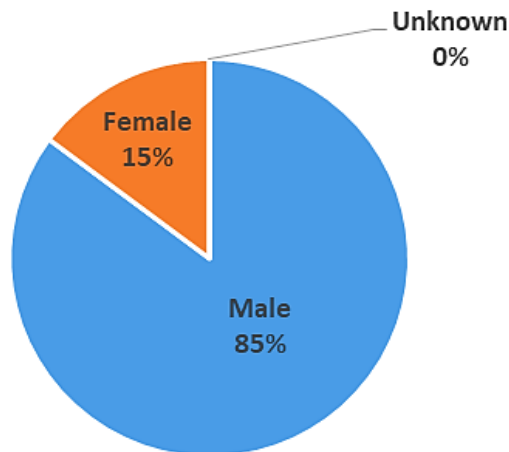
Arrests were most common among persons in the 22–30 age range, followed by those in the 31–40 age range. Combined, they accounted for over half of all arrests. This is consistent with the previous year.

■ District ■ 10-17 ■ 18-21 ■ 22-30 ■ 31-40 ■ 41-50 ■ 51+ ■ Unknown/ Refused



2021 Arrests by District and Gender of Arrestee

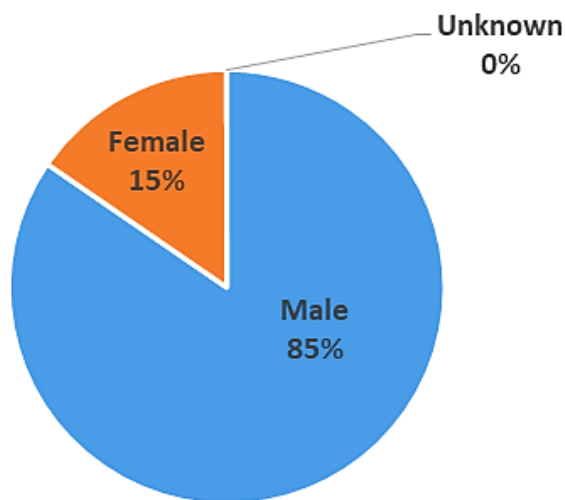
District	Male	Female	Unknown	Total
01	1,685	307	0	1,992
02	1,009	237	1	1,247
03	1,277	259	1	1,537
04	1,379	269	0	1,648
05	1,552	325	0	1,877
06	2,142	423	0	2,565
07	2,053	361	0	2,414
08	1,654	255	1	1,910
09	1,378	239	0	1,617
10	1,967	269	2	2,238
11	4,572	679	0	5,251
12	1,157	204	0	1,361
14	762	124	0	886
15	1,574	248	0	1,822
16	1,117	206	0	1,323
17	548	87	0	635
18	1,251	230	0	1,481
19	973	161	0	1,134
20	353	81	0	434
22	1,058	166	0	1,224
24	748	119	0	867
25	1,787	330	1	2,118
Outside City	710	109	0	819
Total	32,706	5,688	6	38,400





2022 Arrests by District and Gender of Arrestee

District	Male	Female	Unknown	Total
01	2,085	376	0	2,461
02	1,333	327	0	1,660
03	1,315	295	0	1,610
04	1,523	299	1	1,823
05	1,641	332	0	1,973
06	1,862	375	1	2,238
07	1,586	317	0	1,903
08	1,564	237	0	1,801
09	1,516	223	1	1,740
10	2,687	308	0	2,995
11	3,572	580	2	4,154
12	1,689	304	2	1,995
14	893	181	0	1,074
15	1,554	274	0	1,828
16	1,334	248	1	1,583
17	874	151	0	1,025
18	1,857	403	0	2,260
19	1,097	215	2	1,314
20	528	107	0	635
22	955	164	0	1,119
24	989	193	1	1,183
25	1,895	357	0	2,252
Outside City	710	110	3	823
Total	35,059	6,376	14	41,449



Consistent with previous years, males continued to make up the vast majority of arrestees in 2022.



Arrests by Offense Classification

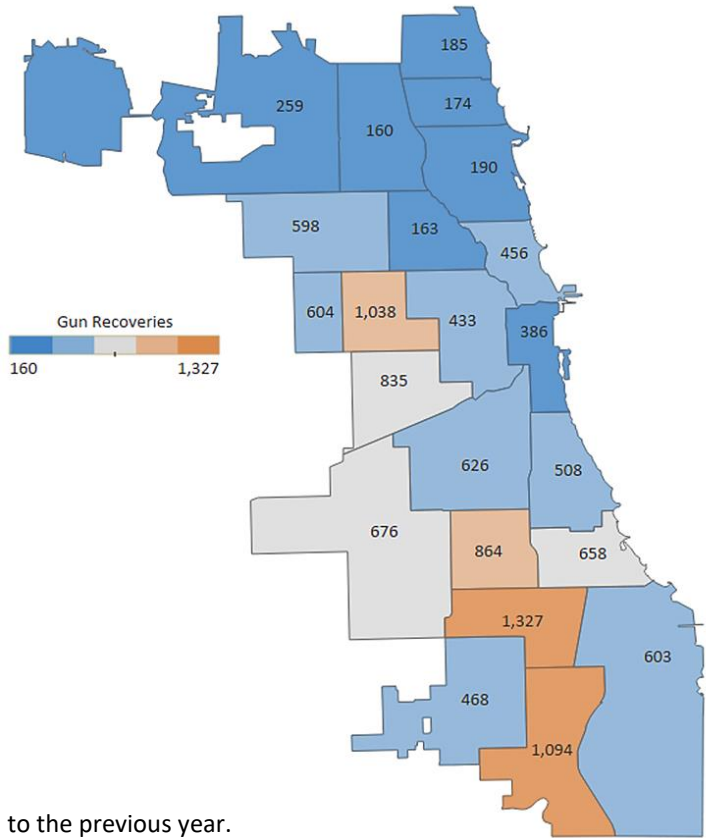
		2021	2022	(+/-)	% Change
Index Crimes	Murder	384	399	15	4%
	Criminal Sexual Assault	395	316	-79	-20%
	Robbery	727	726	-1	0%
	Aggravated Assault	718	796	78	11%
	Aggravated Battery	694	805	111	16%
	Burglary	317	300	-17	-5%
	Theft	1,524	1,942	418	27%
	Motor Vehicle Theft	1,108	1,432	324	29%
	Arson	36	37	1	3%
	Total	5,903	6,753	850	14%
Non-Index Crimes	Involuntary Manslaughter/Reckless Homicide w/Vehicle	15	11	-4	-27%
	Simple Assault	855	893	38	4%
	Simple Battery	5,108	5,190	82	2%
	Forgery and Counterfeiting	19	20	1	5%
	Fraud	61	75	14	23%
	Vandalism	878	866	-12	-1%
	Weapons	6,238	6,197	-41	-1%
	Prostitution	14	10	-4	-29%
	Sex Offense - Criminal Sexual Abuse	239	265	26	11%
	Drug Abuse Violations	4,984	3,953	-1,031	-21%
	Gambling	29	18	-11	-38%
	Offenses Against Family and Children/Involving Children	51	66	15	29%
	Driving Under the Influence	1,288	1,209	-79	-6%
	Liquor Laws	5	10	5	100%
	Disorderly Conduct	378	777	399	106%
	Miscellaneous Non-Index Offenses	2,480	3,036	556	22%
	Miscellaneous Municipal Code Violations	455	776	321	71%
	Traffic Violations	2,067	3,487	1,420	69%
Warrant Arrests	7,333	7,837	504	7%	
Total	32,497	34,696	2,199	7%	
Total		38,400	41,449	3,049	8%

In 2022, incidents resulting in arrest increased for the following crimes: Murder, Aggravated Assault, Aggravated Battery, Theft, Motor Vehicle Theft, Arson, Simple Assault, Simple Battery, Forgery, Fraud, Sex Offense, Offenses Against Children, Liquor Laws, Disorderly Conduct, Misc. Non-Index Offenses, Misc. Municipal Code Violations, Traffic Violations, and Warrant Arrests. This contributed to an 8% increase in arrests in 2022 compared to 2021.



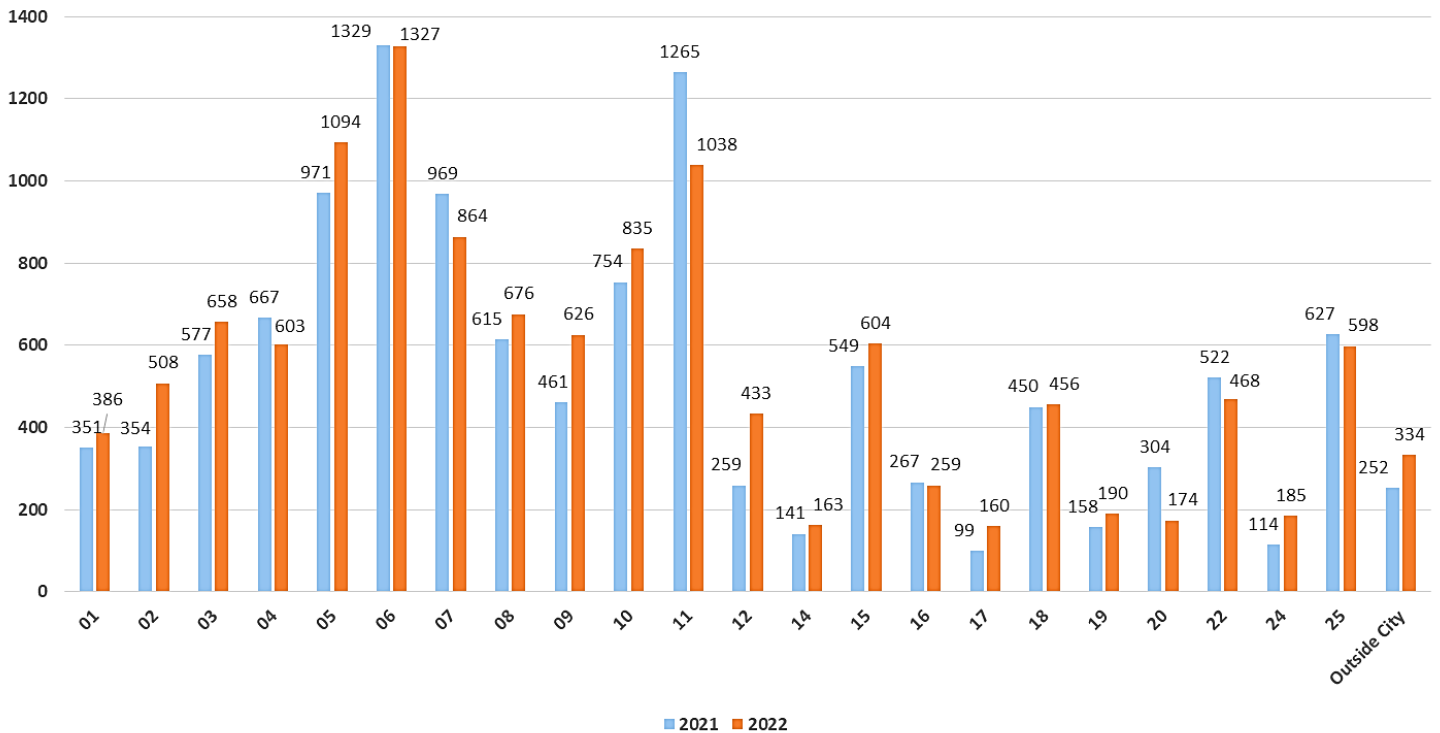
Guns Recovered by District of Recovery

District	2021	2022	% Change
01	351	386	10%
02	354	508	44%
03	577	658	14%
04	667	603	-10%
05	971	1,094	13%
06	1,329	1,327	0%
07	969	864	-11%
08	615	676	10%
09	461	626	36%
10	754	835	11%
11	1,265	1,038	-18%
12	259	433	67%
14	141	163	16%
15	549	604	10%
16	267	259	-3%
17	99	160	62%
18	450	456	1%
19	158	190	20%
20	304	174	-43%
22	522	468	-10%
24	114	185	62%
25	627	598	-5%
Outside City	252	334	33%
Total	12,055	12,639	5%



CPD recovered 584 (5%) more guns in 2022 compared to the previous year.

Guns Recovered by District of Recovery





Weapons Recovered as Found Property and Weapon Turn-ins

The CPDs **weapon turn-in** program is an opportunity for community participants to turn-in firearms, BB guns, pneumatic guns, and replica guns to department personnel in exchange for gift cards. The events are conducted at various locations throughout the City of Chicago, identified by the Office of Community Policing and through Faith-Based and Community Partnerships, as funding permits. Found Property means non-evidentiary property held by the police department as lost or abandoned property.

In 2022, CPD recovered 805 weapons as found property and 1,937 as weapon turn-ins. Combined, this resulted in the recovery of 2,742 weapons.

District	Found Property				Weapon Turn-In			
	2021	2022	(+/-)	% Change	2021	2022	(+/-)	% Change
01	21	26	5	24%	36	37	1	3%
02	35	32	-3	-9%	27	21	-6	-22%
03	59	60	1	2%	34	27	-7	-21%
04	59	46	-13	-22%	84	47	-37	-44%
05	94	35	-59	-63%	180	306	126	70%
06	60	39	-21	-35%	412	543	131	32%
07	91	126	35	38%	30	19	-11	-37%
08	63	53	-10	-16%	44	42	-2	-5%
09	32	40	8	25%	15	50	35	233%
10	79	63	-16	-20%	24	90	66	275%
11	93	61	-32	-34%	120	71	-49	-41%
12	21	38	17	81%	16	43	27	169%
14	14	8	-6	-43%	18	7	-11	-61%
15	22	17	-5	-23%	23	190	167	726%
16	15	20	5	33%	37	50	13	35%
17	7	8	1	14%	18	34	16	89%
18	20	32	12	60%	35	46	11	31%
19	11	11	0	0%	41	40	-1	-2%
20	1	7	6	600%	281	124	-157	-56%
22	16	27	11	69%	74	36	-38	-51%
24	14	15	1	7%	18	58	40	222%
25	30	32	2	7%	108	40	-68	-63%
Outside City	3	9	6	200%	12	16	4	33%
Total	860	805	-55	-6%	1,687	1,937	250	15%



Search Warrants

Through CPD's various community-engagement efforts, community members continue to reinforce the fact that search warrants are an extremely important topic to the public. The community has the right to understand how the current search warrant process works, how often they are being utilized by CPD, and what efforts CPD is undertaking to modify and improve search warrant procedures.

Search Warrant Review and Approval Process

A search warrant is a court order that is approved and signed by a judge giving CPD officers the lawful authority to enter a location and search for evidence of a crime. It is based on a sworn statement of probable cause, meaning a CPD officer has reason to believe, based on reasonably trustworthy information, a crime has occurred and that evidence of the crime can be found at the premises to be searched. This sworn statement must be verified and corroborated by a documented, independent investigation by the CPD officer. The warrant is then reviewed by the CPD officer's supervisors before being approved by a command-level supervisor (deputy chief or above for residential search warrants). Once approved through the CPD officer's chain of command, the search warrant must be reviewed by the Cook County State's Attorney's Office before being submitted to a judge for approval.

Types of Search Warrants

A residential search warrant is served at a location where occupants might be present, such as a house or an apartment. An electronic or evidentiary search warrant is served to recover evidence of a crime. Examples of electronic or evidentiary search warrants include searches of cellular phones, computers, electronic recording equipment, or DNA buccal swabs.

A "No-Knock" search warrant allows CPD officers to enter a real property without any immediate notice or announcement, such as knocking, ringing a doorbell, or verbally asking to enter. The judge approving a residential search warrant must authorize the warrant as "No-Knock." CPD will only ask a judge to approve a "No-Knock" search warrant when there is an expressed belief that knocking and announcing would be dangerous to the life or safety of persons inside the property or officers servicing the warrant. It must also be approved by a CPD Bureau Chief before review by the Cook County State's Attorney's Office and submission for a judge's approval.

Vulnerable Persons

The documented, independent search-warrant investigation by a CPD officer must attempt to verify occupants of the search warrant location, paying special attention to any potentially vulnerable persons. Additionally, before each CPD search warrant is served, a CPD supervisor must conduct a planning session to identify and plan for potentially vulnerable persons, including children, at the search warrant location.

Wrong Raids

A "Wrong Raid" is a search warrant that is served at the wrong location (not the address of the search warrant) or when the circumstances are different than the facts of the search warrant (location or activities are not what was stated in the search warrant). Each identified "Wrong Raid" gets a critical incident after-action review by CPD and is reported to the Civilian Office of Police Accountability for investigation.



2022 Search Warrant Data

The following is a summary of search warrant data from 2022 in comparison to previous years. As shown, the number of residential search warrants served has dropped significantly since 2019.

Search Warrant Totals	2019	2020	2021	2022
Total Search Warrants Issued	2,419	1,216	922	1,677
Total Residential Search Warrants Served	1,382	509	172	183
Percentage of Total Search Warrants Served as Residential	57%	42%	19%	11%
Number of Residential Search Warrants Served with Evidence Recovered	1,251	477	162	167
Percentage of Residential Search Warrants Served with Evidence Recovered	91%	94%	94%	91%
Number of Residential Search Warrants Served with Gun(s) Recovered	437	205	81	73
Percentage of Residential Search Warrant Served with Gun(s) Recovered	32%	40%	47%	40%
Number of Residential Search Warrants Served with Associated Arrest(s)	834	337	105	81
Percentage of Residential Search Warrant Served with Associated Arrest(s)	60%	66%	61%	44%
Number of Residential "No-Knock" Search Warrants Served	--	--	--	5

Residential Search Warrants by District of Service

District	2019	2020	2021	2022
01	2	8	2	1
02	39	12	9	3
03	88	21	14	12
04	72	18	8	9
05	73	13	5	15
06	94	41	12	8
07	173	88	15	19
08	71	42	6	11
09	123	44	16	13
10	96	30	7	16
11	202	39	10	15
12	26	2	4	2
14	10	4	4	6
15	79	31	5	7
16	16	7	4	5
17	17	10	3	5
18	10	2	2	2
19	6	0	0	4
20	2	1	3	2
22	29	9	2	2
24	7	4	1	4
25	62	37	4	5
Outside City	62	40	33	15
Unspecified	24	6	3	2
Total	1,382	509	172	183

Residential Search Warrants by Guns Recovered

Guns Recovered	Number of Warrants (2022)
1	22
2	14
3	8
4	5
5	1
6	1
7	1
Unspecified	21
Total	73
Total Guns Recovered (2022)	
112	

Note: The above table shows the number of search warrants resulting in the recovery of one or more guns.

Because of the serious nature of search warrants, there is sometimes a misperception about how often CPD conducts residential search warrants. However, CPD recognizes that capturing more detailed data regarding search warrants, and the results of those warrants, can be a challenge. In response to this challenge, and utilizing similar processes undertaken to improve the use of force data collection, CPD is developing plans to improve data collection methods for search warrants. CPD is in the midst of significant changes to both search warrant policy and data collection, driven in large part by community input.



Previous Policy Revisions and Community Engagement

CPD understands it must ensure its search warrant policy protects human rights, supports the department's highest priority—the sanctity and preservation of human life—and gives CPD an effective tool for preventing violence in our communities.

In May 2021, CPD issued a revised search warrant policy that incorporated community feedback received at the end of 2020 and early 2021. This was followed by a search warrant eLearning course on the new policy. All sworn members were enrolled in this course, and enrollees had two opportunities to pass a post-test, or they would be re-enrolled in the course.

As part of CPD's ongoing mission to build partnerships and trust within the communities it serves, CPD again engaged the community on its search warrant policy from November 1 to December 31, 2022. The community was invited to review and provide feedback on CPD's current search warrant policy by:

- Posting the current search warrant policy for public comment on CPD's website.
- Launching an anonymous input form asking various questions about search warrants.
- Conducting two "Community Conversations" as city-wide Zoom meetings open to the public.

Following the public engagement period ending in 2022, CPD began reviewing the feedback to inform revisions to its current search warrant policy. Although there was significant input received from diverse community stakeholders, certain themes arose from these engagements. These themes included:

- Ensure accountability, and focus on the protection of human rights;
- Thoroughly conduct and document the investigations that lead to search warrants;
- Enhance consideration, planning, and documentation for vulnerable populations, including children, the elderly, and persons with disabilities, mental health conditions, and limited English proficiency;
- Acknowledge that search warrants can be traumatic events that require respectful treatment and, when appropriate, follow-up social services;
- Ensure residences are re-secured if CPD causes damage that leaves the residence unsecured; and
- Improve data collection methods to enhance transparency and refine search warrant practices.

Although CPD continues to work on incorporating solutions to these themes in its next search warrant policy, CPD issued the "Search Warrant Community Resources and Referrals Pilot Program" (Department Notice D22-08) on December 31, 2022. This program then became effective on January 9, 2023. The pilot program was a direct response to community engagement conducted in 2022. This program provides support services to residents after CPD serves a residential search warrant. These support services include:

- Securing and repairing any damage to the point of entry caused by CPD's service of a search warrant
- Providing trauma-informed counseling services to persons, other than the search warrant target, present at the residence at the time of the service of the search warrant.



This program is being administered in partnership with the City of Chicago Department of Buildings and the Community Safety Coordination Center (CSCC). CSCC works to deliver services to community members in conjunction with other stakeholders, such as faith-based organizations, street outreach organizations, community-based organizations, mental health providers, and victim services organizations. The department decided to implement this pilot program before the next revision of the search warrant policy so that the city could expedite offering these services to the community rather than waiting for a new policy.

Ongoing Policy Revisions and Electronic Search Warrant Application

As of the writing of this report, CPD continues to revise its search warrant policy while the new pilot program is being implemented. In response to the comments, concerns, suggestions, and lived-experiences of community members, CPD developed a new draft search warrant policy consisting of a suite of four topic-specific directives, including:

1. Search Warrants—outlines overall search warrant policies with an emphasis on de-escalation, minimizing trauma, and respectful and equitable treatment;
2. Search Warrant Development Review and Approval—outlines responsibilities and processes for search-warrant development, investigation, review, and approval;
3. Search Warrant Service—outlines the requirements for search warrant pre-planning and service; and
4. Search Warrant Post-Service Documentation and Review—outlines the requirements for search warrant post-service documentation and after-action reviews.

CPD posted a draft policy for public comment in January 2023. After receiving feedback from this posting, as well as further dialogue with community stakeholders, CPD hopes to finalize a policy later in the year.

Once the policy is finalized, CPD will work to design and implement a new electronic search warrant application that would replace the current application being utilized. As the draft policy currently stands, there are plans to develop four new forms, or sections, within the electronic application:

1. Search Warrant Development;
2. Risk Assessment for Search Warrant Service;
3. Search Warrant Pre-Service Planning; and
4. Search Warrant Post-Service

This would involve the creation of an entirely new application rather than modifications to the existing system. The new application and the information that it collects will help both the community and CPD in multiple ways. For example, the application will help ensure department members follow a consistent, thorough, and policy-compliant process for developing, approving, planning for, servicing, reviewing, and documenting the results of CPD search warrants. Furthermore, it will vastly improve CPD's data collection capabilities. This, in turn, will allow CPD to analyze search warrant data to improve policy and training and enhance transparency. CPD believes many of these improvements will help address the themes brought forth by community members during CPD's community engagements.



Investigatory Stops

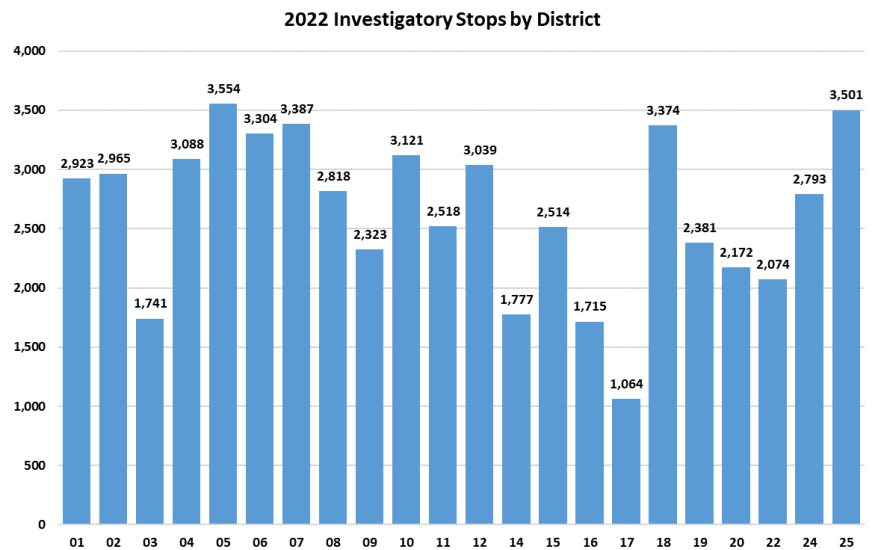
Investigatory stops are defined as the temporary detention and questioning of a person in the vicinity where the person was stopped based on reasonable articulable suspicion that the person is committing, is about to commit, or has committed a criminal offense. The suspect may be detained only for the length of time necessary to confirm or dispel the suspicion of criminal activity. When the member reasonably believes the person is armed and dangerous, or presents a danger of attack, the member may perform a pat-down. Both a stop and a pat-down require independent justification, and the member must complete an Investigatory Stop Report to document both the member's and the person's actions.

The Investigatory Stop System is one of the ways the Chicago Police Department, as part of and empowered by the community, ensures the department protects the public, preserves the rights of all members of the community, and enforces the law impartially. Adherence to this policy allows the department to serve all members of the public equally with fairness, dignity, and respect, and to uphold CPD's pledge to not use racial profiling and other bias-based policing.

In 2022, there were a total of 69,041 investigatory stops reported by CPD members, up 1% from the previous year. CPD continued to evaluate its investigatory stop policy in 2022, with changes to both the policy and reporting mechanisms likely being drafted sometime in 2023. Moreover, in 2022 CPD's Training Division developed a course on constitutional policing. The emphasis of this training will be on the Fourth Amendment (i.e., search and seizure) law and policy, which dictate CPD's use of investigatory stops. The goal is for 95% of sworn department members to complete this training by the end of 2023.

Investigatory Stops by Initiating District

District Number	Initiating District	2022
01	1st District - Central	2,923
02	2nd District - Wentworth	2,965
03	3rd District - Grand Crossing	1,741
04	4th District - South Chicago	3,088
05	5th District - Calumet	3,554
06	6th District - Gresham	3,304
07	7th District - Englewood	3,387
08	8th District - Chicago Lawn	2,818
09	9th District - Deering	2,323
10	10th District - Ogden	3,121
11	11th District - Harrison	2,518
12	12th District - Near West	3,039
14	14th District - Shakespeare	1,777
15	15th District - Austin	2,514
16	16th District - Jefferson Park	1,715
17	17th District - Albany Park	1,064
18	18th District - Near North	3,374
19	19th District - Town Hall	2,381
20	20th District - Lincoln	2,172
22	22nd District - Morgan Park	2,074
24	24th District - Rogers Park	2,793
25	25th District - Grand Central	3,501
District Total		58,146





Investigatory Stops by Initiating Unit

Unit Number	Initiating Unit	2022
044	Recruit Training Section (RTS)	13
050	Airport Operations (AO - North)	819
051	Airport Operations (AO - South)	21
057	Detail Section (DS)	9
079	Special Investigations Unit (SIU)	1
102	Communications Division (CD)	2
120	Office Of Constitutional Policing and Reform (OCPR)	1
124	Training and Support Group (TSG)	10
132	Special Operations Group (SOG)	1
135	Office Of Community Policing (OCP)	1
140	Office Of the First Deputy Superintendent (OFDS)	12
142	Bureau Of Patrol (BOP)	1
143	Crisis Intervention Teams (CIT)	2
145	Traffic Section (TS)	6
181	Investigative Response Team (IRT)	1
187	Criminal Registration Unit (CRU)	2
188	Narcotics and Vice Investigations Group (NVIG)	1
189	Narcotics Division (ND)	123
191	Intelligence Section (IS)	9
192	Vice Section (VS)	5
193	Gang Investigation Division (GID)	805
196	Asset Forfeiture Section (AFS)	1
211	Deputy Chief - Area 1	2,081
212	Deputy Chief - Area 2	667
213	Deputy Chief - Area 3	790
214	Deputy Chief - Area 4	837
215	Deputy Chief - Area 5	892
216	Deputy Chief - Central Control Group (CCG)	28
241	Troubled Building Unit (TBU)	2
341	Canine Unit (CU)	12
353	Special Weapons and Tactics (SWAT Unit)	2
441	Special Activities Section (SAS)	2
543	Detached Services (DS - Miscellaneous Detail)	1
544	Detached Services (DS - Uniformed Support Division)	3
604	Financial Crimes Section (FCS)	6
606	Investigative Field Group (IFG)	93
608	Major Accident Investigation Section (MAIS)	1
610	Detectives - Area 1	58
620	Detectives - Area 2	25
630	Detectives - Area 3	20
640	Detectives - Area 4	82
650	Detectives - Area 5	24
701	Public Transportation (PT)	317
704	Transit Security Unit (TSU)	123
715	Critical Incident Response Team (CIRT)	281
716	Community Safety Team (CST)	2,700
721	Tactical Review and Evaluation Division	2
Unit Total		10,895
	Total ISRs	69,041

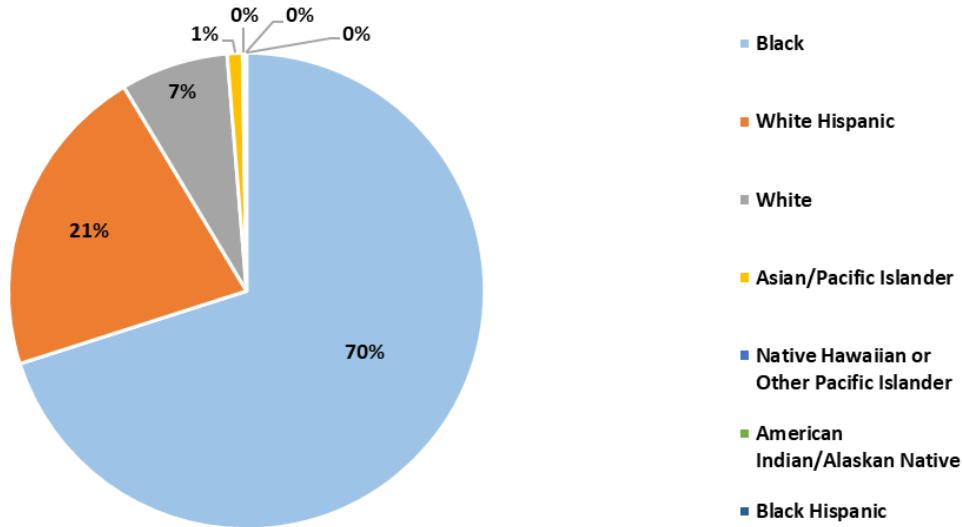


Investigatory Stops by Subject Race/Ethnicity

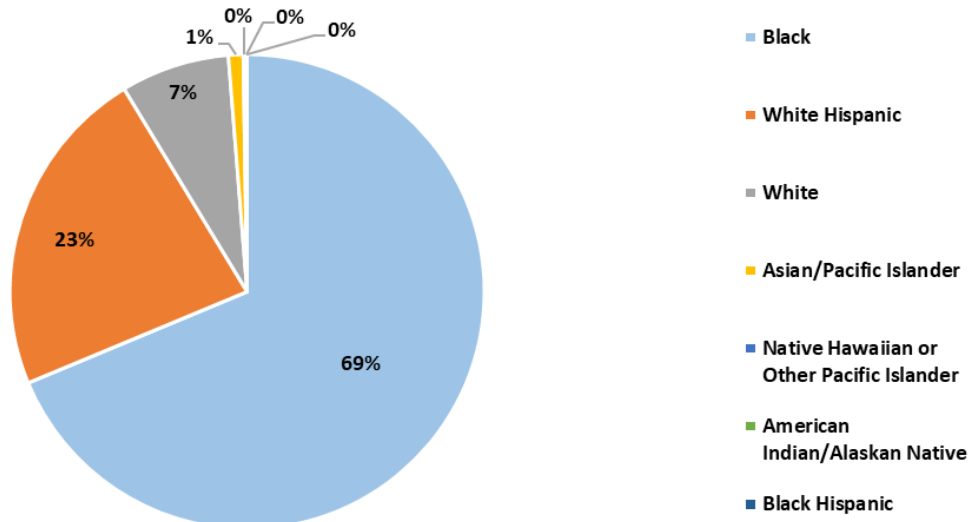
Investigatory Stops Subject Race/Ethnicity	2021	2022	% Change
Black	47,992	47,443	-1%
White Hispanic	14,607	15,607	7%
White	5,007	5,116	2%
Asian/Pacific Islander	712	700	-2%
Native Hawaiian or Other Pacific Islander	95	94	-1%
American Indian/Alaskan Native	81	76	-6%
Black Hispanic	4	5	25%
Total	68,498	69,041	

African Americans accounted for 69% of investigatory stops by race in 2022. This is consistent with the breakdown for arrests by race (compare to 70% for African Americans).

2021 Investigatory Stops by Subject Race/ Ethnicity



2022 Investigatory Stops by Subject Race/ Ethnicity



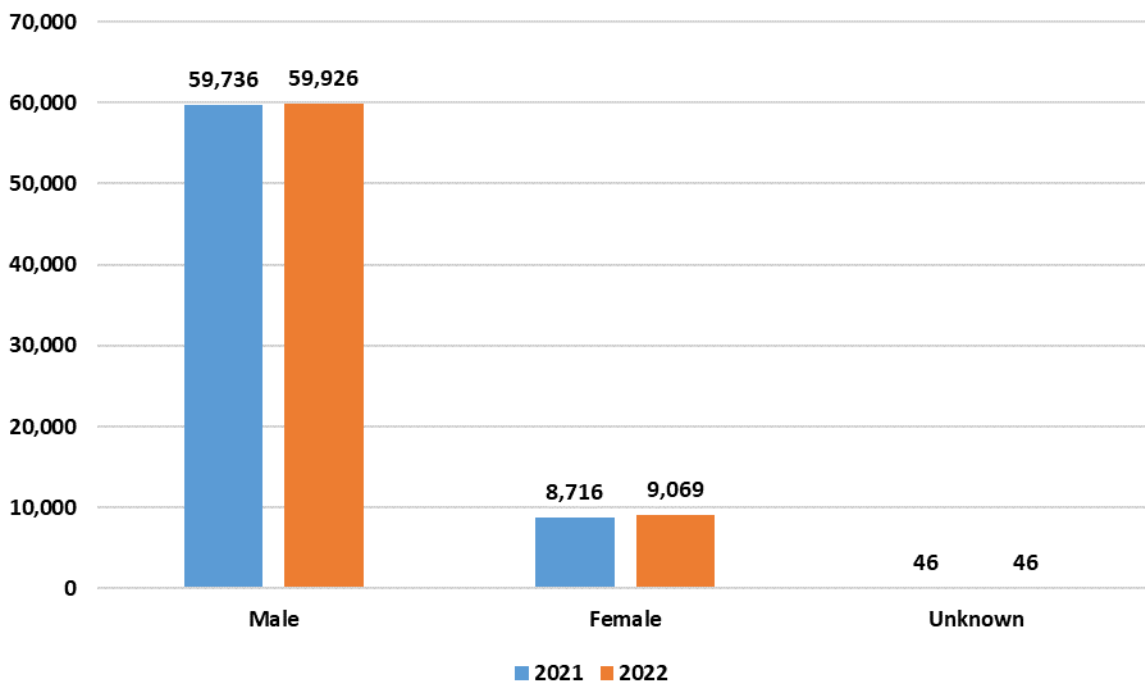


Investigatory Stops by Subject Sex

Investigatory Stops by Subject Sex	2021	2022	% Change
Male	59,736	59,926	0%
Female	8,716	9,069	4%
Unknown	46	46	0%
Total	68,498	69,041	

Males accounted for 87% of investigatory stops by sex in 2022. This is consistent with the breakdown for arrests by sex (compare to 85% for males).

2021-2022 Investigatory Stops by Subject Sex





CTA-Related Incidents and Arrests

Public transportation is vital to a thriving city. Maintaining its safety is a high priority for the department.

As part of its ongoing commitment to make Chicago's public transportation system safe for both customers and employees, the Chicago Police Department (CPD) continues to work collaboratively with the Chicago Transit Authority (CTA) to patrol CTA properties and provide additional police security services on CTA property through CPD's Voluntary Special Employment Program (VSEP) overtime initiative.

This program ensures that the CTA's ridership experiences a safe commute and confidence in CTA transportation. The CTA and CPD continue to implement new ways to enhance crime deterrence.

The use of VSEP officers is in addition to plans implemented by CPD to assign additional police officers to CTA trains and platforms. The CTA and CPD continue to build upon their decades-long partnership and leverage several tools and measures to deter crime.

Each day, officers from CPD and its dedicated Public Transportation Section are strategically deployed across our system, complemented by CTA's teams of unarmed guards. Unarmed guards are deployed seven days a week to help educate and inform riders of rules for traveling CTA, and also patrol the system to keep an eye out for and report any suspicious activity or acts of crime.



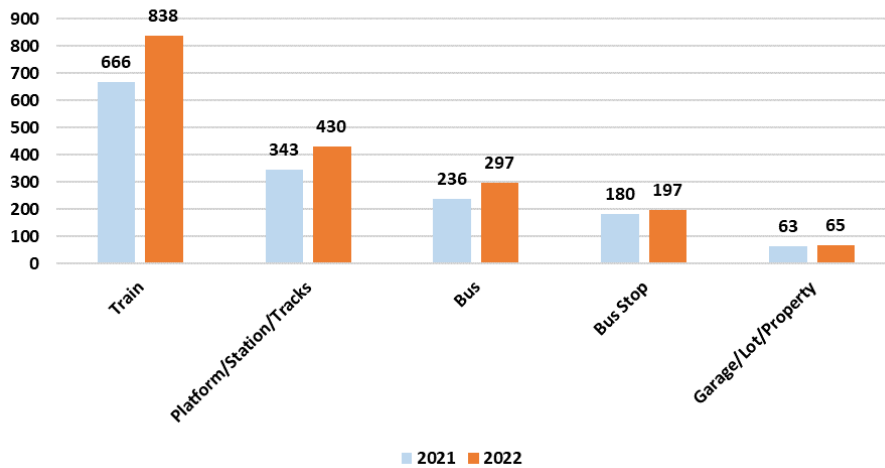


CTA RELATED INCIDENTS

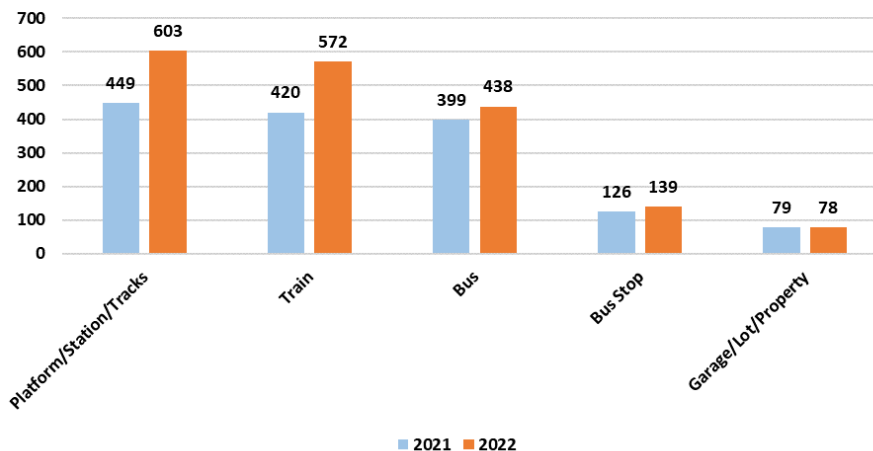
CTA Related Incidents		2021	2022	(+/-)	% Change
Index Crimes	Train	666	838	172	26%
	Platform/Station/Tracks	343	430	87	25%
	Bus	236	297	61	26%
	Bus Stop	180	197	17	9%
	Garage/Lot/Property	63	65	2	3%
	Total	1,488	1,827	339	23%
Non-Index Crimes	Platform/Station/Tracks	449	603	154	34%
	Train	420	572	152	36%
	Bus	399	438	39	10%
	Bus Stop	126	139	13	10%
	Garage/Lot/Property	79	78	-1	-1%
	Total	1,473	1,830	357	24%
Total		2,961	3,657	696	24%

CTA trains and platforms/stations/tracks continue to be the most common locations for crimes on CTA property. For this reason, CPD continues to focus its efforts on these areas.

2021-2022 CTA Related Index Crime Incidents



2021-2022 CTA Related Non-Index Crime Incidents

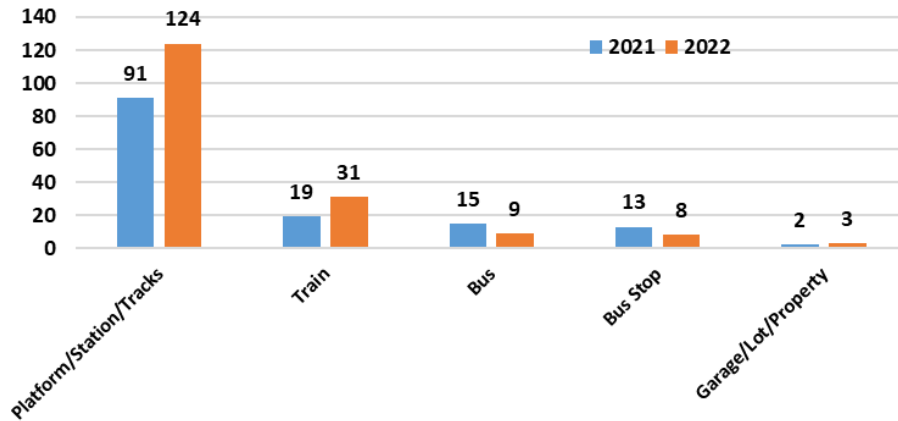




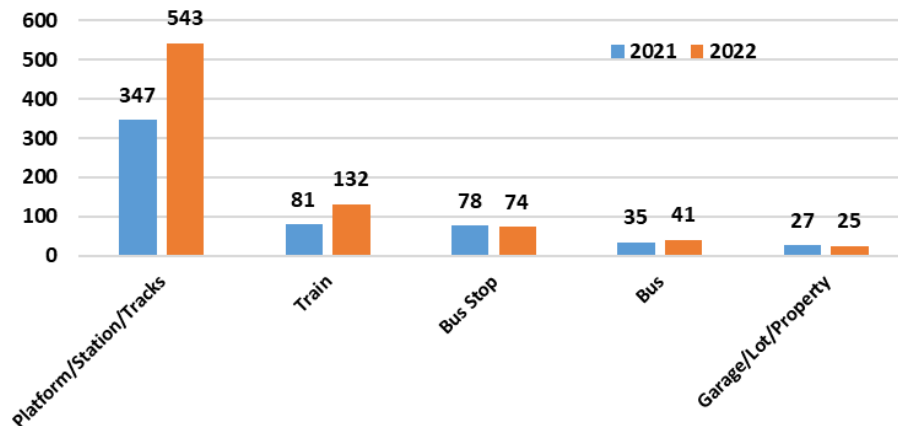
CTA RELATED ARRESTS

CTA Related Arrests		2021	2022	(+/-)	% Change
Index Crimes	Platform/Station/Tracks	91	124	33	36%
	Train	19	31	12	63%
	Bus	15	9	-6	-40%
	Bus Stop	13	8	-5	-38%
	Garage/Lot/Property	2	3	1	50%
	Total	140	175	35	25%
Non-Index Crimes	Platform/Station/Tracks	347	543	196	56%
	Train	81	132	51	63%
	Bus Stop	78	74	-4	-5%
	Bus	35	41	6	17%
	Garage/Lot/Property	27	25	-2	-7%
	Total	568	815	247	43%
Total		708	990	282	40%

2021-2022 CTA Related Arrests - Index Crimes



2021-2022 CTA Related Arrests - Non Index Crimes





FOOT PURSUITS, FIREARM POINTINGS, AND USE OF FORCE

Foot Pursuits

Foot Pursuit Policy

CPD defines a foot pursuit as an event in which a sworn department member, on foot, chases a fleeing person who is attempting to evade detention for suspected criminal activity. On August 26, 2022, CPD published a foot pursuit policy that became effective on August 29, 2022. This replaced an interim foot pursuit policy that had been in effect since June 2021. The revised policy is established in General Order G03-07, *Foot Pursuits*, and includes:

- Definitions;
- Guidance on the decision to pursue, including that members may only pursue when they establish reasonable articulable suspicion or probable cause that the person has committed, is committing, or is about to commit a felony, a Class A misdemeanor, a traffic offense that endangers the safety of others, or the person being pursued poses an obvious physical threat to any person;
- Prohibitions against pursuing (e.g., risk outweighs the need for immediate apprehension, certain injuries occurred, inability to provide the location, loss of communication or essential equipment, member belief that they would not be able to control the person if caught, or supervisor order not to initiate or continue);
- Guidelines and responsibilities for pursuing members, assisting members, and supervisors
- Reporting requirements; and
- Foot pursuit incident review procedures

New Foot Pursuit Application

Perhaps the biggest change related to the rollout of this new policy was the creation of a foot pursuit report and a foot pursuit review report. Based on research conducted before its rollout, this was a first-of-its-kind report in U.S. law enforcement. Whenever a sworn CPD member engages in a foot pursuit, as defined by policy, that member must complete a foot pursuit report using an online application accessible both in CPD police vehicles and on department computers.

In addition to collecting basic incident-level information, the new foot pursuit report captures more detailed data, including member role (i.e., initiated or assisted); the reason for pursuit (i.e., reasonable suspicion or probable cause); initial suspected crime, including the specific criminal code; pursuit conclusion (i.e., detained person or discontinued), and reason for discontinuing, if applicable. In addition, a supervising CPD sergeant must document their review of all foot pursuits, and the watch operations lieutenant must document their review of foot pursuits that result in an arrest or use of force.

In creating this application, CPD was challenged to balance the need to collect important foot-pursuit data and the need to keep officers on the street as much as possible, actively patrolling and engaging with their



communities. Therefore, to limit the amount of time an officer interfaces with the report, CPD worked to design a dynamic application that adjusts to each situation. As one example, some questions are based on the conclusion of the pursuit (i.e., detained vs discontinued), and the completing member only answers questions pertinent to the outcome (e.g., what, if any, enforcement action was taken, if detained? vs. what was the reason for discontinuing?).

Before the launch of this new application, only very general incident-level data was captured when the pursuing member notified their dispatcher via radio, and the dispatcher attached a foot pursuit code to the event. As a result, CPD was unable to collect and analyze more detailed information about foot pursuits. CPD began collecting this more detailed data during the second half of 2022 and made some improvements to the application based on preliminary feedback. CPD plans to begin compiling and analyzing this data in 2023 and then report its findings to the public.

Incidents involving foot pursuits in Chicago and across the country have highlighted the risks that can be involved. CPD also recognizes that foot pursuits may either precede or follow a use of force. Therefore, in 2020, the Tactical Review and Evaluation Division began reviewing all use of force incidents associated with a foot pursuit, even those that would not otherwise be subject to their review (see "Tactical Review and Evaluation Division" section for more details). To access the entire foot pursuit policy, please visit <http://directives.chicagopolice.org/#directive/public/6186>.

Firearm Pointing Incidents

On October 1, 2019, CPD issued a firearm-pointing incidents policy that became effective on November 1, 2019. It is CPD's policy that when a department member points a firearm at a person to detain that person, an investigatory stop or an arrest has occurred. To do this, the department member must have reasonable articulable suspicion to believe the person has committed, is committing, or is about to commit a crime, or probable cause to substantiate an arrest. CPD holds department members to a "reasonableness standard" during these incidents. Department members may only point a firearm at a person when it is objectively reasonable to do so under the totality of the circumstances faced by the member on the scene. While reasonableness is not capable of a precise definition, department members may consider factors that include the nature of the incident, the risk of harm to the member or others, and the level of threat or resistance presented or maintained by the person (e.g., possession of or access to weapons).

Whenever Department members point a firearm at a person while in the performance of their duties, CPD policy requires them to make a notification to their dispatcher at the Office of Emergency Management and Communications (OEMC). The members provide their beat numbers to the dispatcher, and the dispatcher notifies an immediate supervisor of the identified beats. OEMC also creates a firearm pointing event number used to track the incident. The Tactical Review and Evaluation Division automatically receives the tracking number and conducts a review of the firearm-pointing incident (see the "Tactical Review and Evaluation Division" section of this report for more details). The Department's full firearm-pointing incident policy is publicly available at <http://directives.chicagopolice.org/#directive/public/6174?f=pointing>.



Use of Force

Background

Police officers take an oath to support the Constitution to the best of their abilities. In doing so, police officers are given significant power and even greater responsibility. Among the greatest of all responsibilities is the ability to use force to seize a person (i.e., arrest or stop a person) for a lawful purpose.

The decision to use force is among the most important and serious decisions police officers have to make throughout their careers. Use of force incidents can lead to significant consequences for the person subjected to force, the police officer using force, and the entire community. Events in recent years throughout the country continue to highlight this fact. The Chicago Police Department (CPD) takes the use of force extremely seriously and has instituted numerous checks and balances to help ensure department members use force within the confines of the law, department policy, and training standards.

Use of Force Incident Documentation

CPD undertakes significant efforts to ensure all uses of force are thoroughly and completely documented, both through video and a detailed form called the Tactical Response Report. These videos and documents serve as a comprehensive record of use-of-force incidents.

The Chicago Police Department has two primary methods of recording video of use-of-force incidents: Axon body-worn camera (BWC) and Coban in-car video system.



AXON Body-Worn Camera (BWC)—department members wear a body-worn camera on their vest or outer garment, and members manually press a button on their BWC to begin recording. When activated to recording mode, the BWC begins recording audio and video. For each recording, the BWC also saves two minutes of pre-recorded video from pre-event buffering mode. BWCs are capable of recording audio and high-definition video in regular and low-light conditions. Department members must activate their cameras to record mode for all law enforcement activities, including calls for service, vehicle and pedestrian stops, and use of force incidents. Video is automatically uploaded to a cloud-based storage system when the camera is docked at the end of the tour of duty or the conclusion of an incident. Supervisors can also access the video directly from the BWC by connecting it to a department computer.

- Coban In-Car Video System—the in-car video system records high-definition video through a forward-facing camera as well as a camera directed at the rear passenger compartment of the police vehicle. The system also captures audio from a microphone worn by the officer. When the system is powered on, it is always recording video in a pre-event buffering mode. Department members can manually activate the system, or the





system is automatically activated when a Department member turns on the police vehicle's emergency lights. In-car video is automatically uploaded to a storage system when the police vehicle is within the wireless range of a police facility.

The department started to revise its body-worn and in-car camera policies in 2022 in response to Illinois law and operational needs related to providing BWCs to all units engaged in public law enforcement activities. In addition, the department is developing a random video-review process as part of its work to enhance accountability. The department hopes to post revised draft BWC and In-Car Video policies to the CPD website for public comment in 2023.

The Chicago Police Department utilizes the Tactical Response Report (TRR) to document use of force incidents and the supervisory review of those incidents. A department member must complete a TRR any time the member utilizes reportable force in the performance of his or her duties. Reportable force includes force that results in the person being injured or complaining of injury or force utilized to compel compliance from an active resister or an assailant. Department members are also required to complete a TRR to document when a person either physically attacks or threatens to physically attack a member, even if that member did not respond with physical force.

TRRs are individual based, not incident based. Therefore, each member who utilizes reportable force must individually complete a TRR for each person against whom force is used. For example, if two members each use force on two different persons, then four TRRs are required.

The Department refers to each member who utilizes reportable force as the "involved member." The involved member must complete a TRR and provide information about the use of force, including incident-level information, injuries or complaints of injuries, the person's actions, and the involved member's response (i.e., force mitigation efforts and the specific types and amount of force used). The involved member must complete a TRR and submit it to a supervisor before the end of his or her tour of duty.





TACTICAL RESPONSE REPORT/Chicago Police Department

FRD TRACKING NO.

INCIDENT	DATE OF INCIDENT	TIME	ADDRESS OF OCCURRENCE	LOCATION CODE	BEAT/OCCUR.	VIDEO RECORDED INCIDENT <input type="checkbox"/> BWC <input type="checkbox"/> IN-CAR VIDEO <input type="checkbox"/> OTHER VIDEO
	BUSINESS NAME <input type="checkbox"/> DNA EXACT AREA WITHIN LOCATION (E.G., BASEMENT, STAIRWAY, BEDROOM)			ASSIGNMENT TYPE <input type="checkbox"/> ON-VIEW <input type="checkbox"/> OTHER <input type="checkbox"/> SUPERVISOR DIRECTED <input type="checkbox"/> CALL FOR SERVICE		
	EVENT NO.	RD NO.	IUCR CODE	IR NO.	CB NO.	
INVOLVED MEMBER	LIGHTING <input type="checkbox"/> DAYLIGHT <input type="checkbox"/> DUSK <input type="checkbox"/> DAWN <input type="checkbox"/> DARKNESS <input type="checkbox"/> ARTIFICIAL	WEATHER <input type="checkbox"/> CLEAR <input type="checkbox"/> RAIN <input type="checkbox"/> SNOW/ICE <input type="checkbox"/> FOG <input type="checkbox"/> CLOUDY	PATROL TYPE? <input type="checkbox"/> POLICE CAR <input type="checkbox"/> FOOT <input type="checkbox"/> BICYCLE <input type="checkbox"/> MOTORCYCLE/PAFV <input type="checkbox"/> SQUADROL <input type="checkbox"/> SQUAD/PLATOON <input type="checkbox"/> VAN/BUS <input type="checkbox"/> OTHER:	MEMBER WAS? <input type="checkbox"/> ALONE <input type="checkbox"/> WITH PARTNER	ASSIST UNITS ON SCENE? <input type="checkbox"/> YES <input type="checkbox"/> NO	INCIDENT <input type="checkbox"/> INDOOR <input type="checkbox"/> OUTDOOR
	RANK	LAST NAME	FIRST NAME	EMPLOYEE NO.	WATCH	SEX <input type="checkbox"/> M <input type="checkbox"/> F
	DATE OF APPT.	UNIT & BEAT OF ASSIGN.	DUTY STATUS <input type="checkbox"/> ON <input type="checkbox"/> OFF	IN UNIFORM? <input type="checkbox"/> YES <input type="checkbox"/> NO	TYPE OF MEMBER INJURY <input type="checkbox"/> None / None Apparent <input type="checkbox"/> Minor Swelling	Minor Contusion/Laceration <input type="checkbox"/> Laceration Requiring Sutures <input type="checkbox"/> Broken/Fractured Bone(s) <input type="checkbox"/> Significant Contusion <input type="checkbox"/> Complaint of Substantial Pain <input type="checkbox"/> Heart Attack/Stroke/Aneurysm
SUBJECT INFORMATION	LAST NAME <input type="checkbox"/> DNA		FIRST NAME	M.I.	SEX <input type="checkbox"/> M <input type="checkbox"/> F	RACE
	ADDRESS		TELEPHONE NO.	CONDITION <input type="checkbox"/> UNK <input type="checkbox"/> Apparently Normal <input type="checkbox"/> Injured Not by the Member's Force <input type="checkbox"/> Under Influence of Drugs <input type="checkbox"/> Disability (Describe)		
	MEDICAL TREATMENT? <input type="checkbox"/> Refused Medical Aid <input type="checkbox"/> Offered/EMS Requested <input type="checkbox"/> Performed by Member <input type="checkbox"/> Performed by CFD EMS		SUBJECT INJURY BY MEMBER'S USE OF FORCE? <input type="checkbox"/> None/None Apparent <input type="checkbox"/> Non-Fatal - Minor Injury <input type="checkbox"/> UNK <input type="checkbox"/> Subject Alleged Injury <input type="checkbox"/> Non-Fatal - Major Injury <input type="checkbox"/> Fatal		OTHER (Specify)	
SUBJECT'S ACTIONS (Check all that apply)	<input type="checkbox"/> DID NOT FOLLOW VERBAL DIRECTION		<input type="checkbox"/> PHYSICAL ATTACK WITHOUT WEAPON (SPECIFY)		<input type="checkbox"/> THROWN OBJECT (DESCRIBE)	
	<input type="checkbox"/> UNABLE TO UNDERSTAND VERBAL DIRECTION		<input type="checkbox"/> HAND/ARM/ELBOW STRIKE		<input type="checkbox"/> IMMINENT THREAT OF BATTERY WITH WEAPON	
	<input type="checkbox"/> VERBAL THREATS		<input type="checkbox"/> KNEE/LEG STRIKE		<input type="checkbox"/> ATTEMPT TO OBTAIN MEMBER'S WEAPON	
MEMBER'S RESPONSE (Check all that apply)	<input type="checkbox"/> AMBUSH - NO WARNING		<input type="checkbox"/> DISTURBANCE - DOMESTIC		<input type="checkbox"/> PERSON WITH A GUN	
	<input type="checkbox"/> TRAFFIC STOP		<input type="checkbox"/> INVESTIGATORY STOP		<input type="checkbox"/> MENTAL HEALTH RELATED INCIDENT	
	<input type="checkbox"/> DEFENSE OF SELF		<input type="checkbox"/> DEFENSE OF DEPARTMENT MEMBER		<input type="checkbox"/> DEFENSE OF MEMBER OF PUBLIC	
WEAPON USE	WEAPON TYPE: <input type="checkbox"/> CHEMICAL WEAPON <input type="checkbox"/> TASER		<input type="checkbox"/> SEMI-AUTO PISTOL <input type="checkbox"/> REVOLVER <input type="checkbox"/> RIFLE		<input type="checkbox"/> SHOTGUN <input type="checkbox"/> OTHER	
	NO. OF DISCHARGES OF THE WEAPON		WEAPON SERIAL NO.		WEAPON CERT. NO.	
	DID THIS WEAPON CONTRIBUTE TO A SUBJECT INJURY? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> UNK		DID THE DISCHARGE RESULT IN A SELF-INFLICTED INJURY? <input type="checkbox"/> NO <input type="checkbox"/> YES-SUBJECT <input type="checkbox"/> YES-MEMBER		WAS SUBJECT VEHICLE USE AS A WEAPON? <input type="checkbox"/> NO <input type="checkbox"/> YES - AGAINST MEMBER <input type="checkbox"/> YES - AGAINST OTHER PERSON	



NOTIFICATIONS AND NARRATIVE

NOTIFICATIONS (ALL INCIDENTS): IMMEDIATE SUPERVISOR DISTRICT OF OCCURRENCE NOTIFICATIONS (WEAPONS DISCHARGE AND DEADLY FORCE): OEMC CPIC

VIEWED BEFORE COMPLETING REPORT: BWC IN-CAR VIDEO OTHER NONE

NARRATIVE (DESCRIBE WITH SPECIFICITY, (1) THE USE OF FORCE INCIDENT, (2) THE SUBJECT'S ACTIONS OR OTHER CIRCUMSTANCES NECESSITATING THE FORCE USED, AND (3) THE INVOLVED MEMBER'S RESPONSE, INCLUDING FORCE MITIGATION EFFORTS AND SPECIFIC TYPES AND AMOUNT OF FORCE USED. THE INVOLVED MEMBER **WILL NOT COMPLETE THE NARRATIVE SECTION** FOR ANY FIREARM DISCHARGE INCIDENTS (WITH OR WITHOUT INJURY) OR IN ANY USE OF FORCE INCIDENTS RESULTING IN DEATH.)

REPORTING MEMBER (Print Name)	RANK/TITLE CODE	STAR/EMPLOYEE NO.	SIGNATURE
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REVIEWING SUPERVISOR

TYPE OF SUBJECT INJURY <input type="checkbox"/> Minor Contusion <input type="checkbox"/> Significant Contusion <input type="checkbox"/> Potential Life-Threatening <input type="checkbox"/> None / None Apparent <input type="checkbox"/> Minor Laceration/Abrasion <input type="checkbox"/> Laceration Requiring Sutures <input type="checkbox"/> Gun Shot <input type="checkbox"/> Other (Explain)	INJURY LOCATION <input type="checkbox"/> Leg: <input type="checkbox"/> Left <input type="checkbox"/> Right <input type="checkbox"/> Head/Neck <input type="checkbox"/> Torso <input type="checkbox"/> Other (Describe) <input type="checkbox"/> Arm: <input type="checkbox"/> Left <input type="checkbox"/> Right <input type="checkbox"/> Back
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WITNESSES	LAST NAME	FIRST NAME	M.I.	SEX <input type="checkbox"/> M <input type="checkbox"/> F	RACE	DATE OF BIRTH
	ADDRESS		TELEPHONE NO.		WITNESS INTERVIEW <input type="checkbox"/> INTERVIEWED <input type="checkbox"/> NOT AVAILABLE <input type="checkbox"/> OTHER (Specify)	
	WITNESS STATEMENT					

REVIEWING SUPERVISOR: COMMENTS (DOCUMENT ANY OTHER INCIDENT INFORMATION, OBSERVATIONS OR OTHER ACTIONS TAKEN, INCLUDING EFFORTS AND NEGATIVE RESULTS TO IDENTIFY AND INTERVIEW WITNESSES, THAT ARE NOT ALREADY CAPTURED IN TRR FIELDS.)

SUPERVISOR ON-SCENE RESPONSE? NO YES EVIDENCE TECHNICIAN? NOTIFIED RESPONDED DNA

ATTACHMENTS: CASE REPORT ARREST REPORT SUPPLEMENTARY REPORT INVENTORY IOD REPORT TASER DOWNLOAD OTHER

REVIEWING SUPERVISOR:
 I HAVE COMPLIED WITH THE DUTIES OUTLINED IN G03-02-02. LOG NUMBER OBTAINED FROM THE CIVILIAN OFFICE OF POLICE ACCOUNTABILITY (COPA). LOG NO. OBTAINED. _____
 I DID NOT USE REPORTABLE FORCE OR ORDER THE USE OF REPORTABLE FORCE DURING THIS INCIDENT.
 I HAVE REVIEWED THIS TACTICAL RESPONSE REPORT AND AFFIRM THAT THE REPORT IS LEGIBLE AND COMPLETE.

REVIEWING SUPERVISOR NAME (Print)	RANK/TITLE CODE	STAR NO.	SIGNATURE	DATE/TIME COMPLETED
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DISTRIBUTION OF TRR: IF A PAPER TRR WAS COMPLETED DUE TO AN UNAVAILABILITY OF THE AUTOMATED TACTICAL RESPONSE REPORT APPLICATION:
 1. THE ORIGINAL TRR WILL BE FORWARDED TO DIRECTOR, ADMINISTRATIVE SUPPORT DIVISION - TO BE INCLUDED WITH THE CORRESPONDING CASE FILE.
 2. A COPY OF THE PAPER TRR AND THE ATTACHMENTS WILL BE FORWARDED TO:
 A. THE INVESTIGATING SUPERVISOR RESPONSIBLE FOR THE INVESTIGATION,
 B. CIVILIAN OFFICE OF POLICE ACCOUNTABILITY (COPA), AND
 C. DEPUTY CHIEF, STRATEGIC INITIATIVES DIVISION, TO ENSURE DATA ENTRY AND ATTACHMENT SCANNING INTO THE AUTOMATED TACTICAL RESPONSE REPORT (A-TRR) APPLICATION.



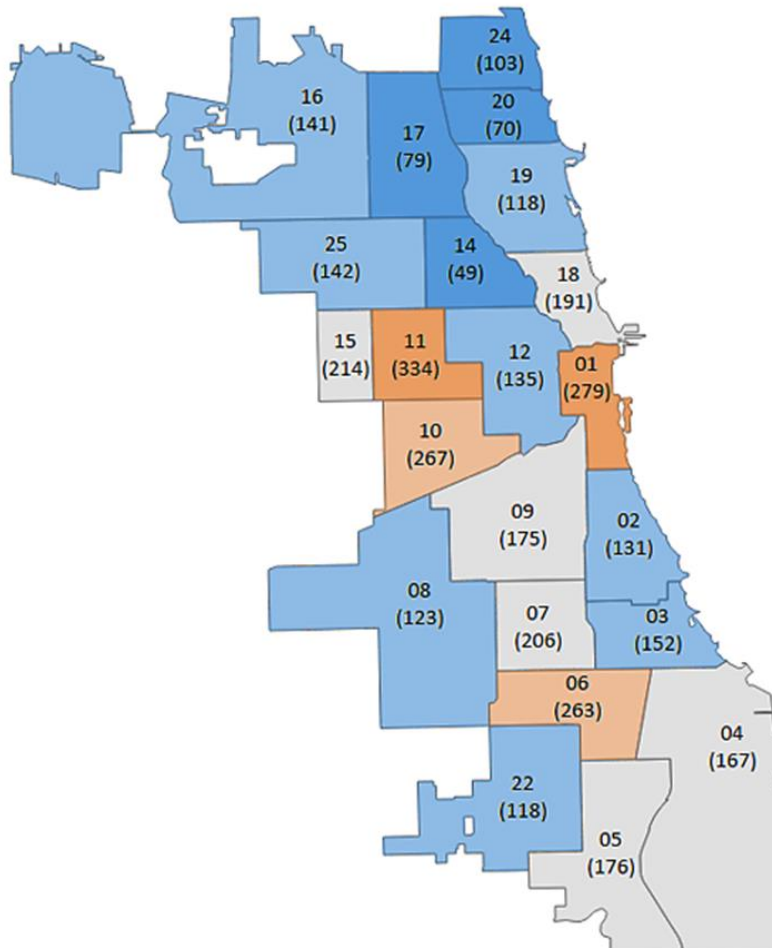
Data Overview

In 2022, there were 3.3 million calls for service, 41,449 arrests, 3,652 use of force occurrences (across 1,925 use-of-force incidents), and 48 Level III use of force occurrences (41 involving firearm discharges by department members). This equates to approximately one use of force occurrence per 905 calls for service and one CPD firearm discharge occurrence per 80,620 calls for service. Uses of force are relatively rare, but when they do happen they are extremely serious. CPD understands the important of sound policy, effective training, and constructive accountability systems. This combination of policy, training, and accountability is vital to a department that is constantly transforming and improving.

Interactions	2022
Calls for Service	3,305,415
Arrests	41,449
Use of Force Occurrences (TRRs)	3,652
Level III Use of Force Occurrences (TRRs)	48

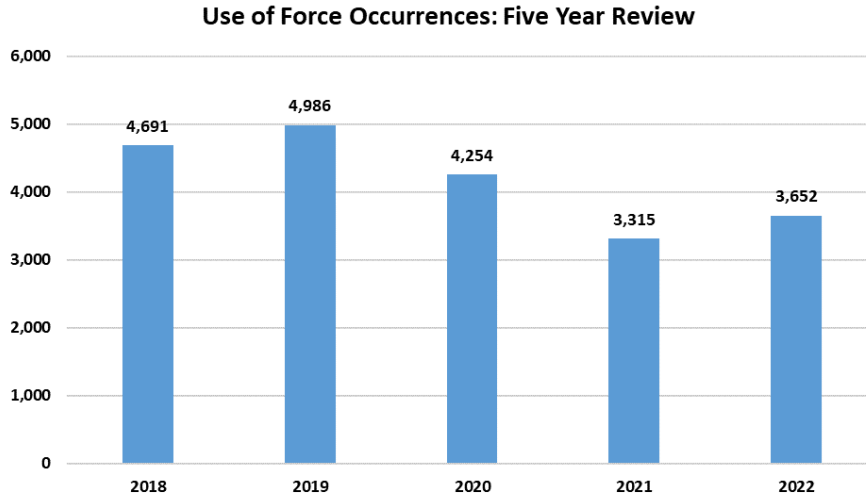
Use of Force Incidents and Occurrences	2021	2022	Percent Change
Use of Force Incidents (RDs)	1,796	1,925	7.2%
Use of Force Occurrences (TRRs)	3,315	3,652	10.2%

Use of Force Occurrences by District of Occurrence (2022)





Although total uses of force increased by approximately 10% compared to 2021, overall, they are down 22% from five years ago. This is when many of the current policies, training, and review procedures were first implemented.



In 2022, 63% of use-of-force occurrences were low-level uses of force involving no weapon, no injury, and no complaint of injury. Approximately 36% of use-of-force occurrence involved the member using a weapon other than a firearm (e.g. Taser, pepper spray, or baton) or involved the use of a weaponless control tactic that resulted in an injury OR complaint of injury. The remaining 1% involved the use of deadly force or force that resulted in life-threatening injuries or hospital admission.

Of the 3,652 use-of-force occurrences, 48 were Level 3 force (i.e., deadly force, force resulting in life-threatening injury, or force resulting in a hospital admission). Of the 48 Level 3 use of force occurrences in 2022, 41 were firearm discharges, two of which resulted in fatalities.

Level of Force	Use of Force Occurrences (TRRs) (2022)	% of Total
Level I	2,297	63%
Level II	1,307	36%
Level III	48	1%
Total	3,652	100%

For more detailed use of force data, please view CPD's Annual Use of Force Report at <https://home.chicagopolice.org/statistics-data/statistical-reports/use-of-force-annual-reports/>.



Department Review of Use of Force

In addition to documenting use-of-force incidents, the department ensures that these incidents are thoroughly reviewed. District supervisory personnel and specially trained personnel from the Tactical Review and Evaluation Division have responsibilities for reviewing these incidents.

District-Level Review and Investigation

After the involved member submits the TRR for initial review, the reviewing supervisor (typically the involved member's sergeant) reviews the TRR for accuracy and documents additional incident information such as injury details, civilian witness information, and information about the collection of evidence (e.g., photographs of injuries), if applicable. When the reviewing supervisor completes his or her portion of the TRR, the supervisor submits the TRR to the investigating supervisor (typically the on-duty district watch operations lieutenant) for an investigation.

The investigating supervisor is responsible for determining whether the involved member's use of force was within department policy. To do this, the investigating supervisor completes specific investigative steps.

The investigating supervisor will first attempt to interview the person who the member used force against. The focus of this interview is to ascertain the facts surrounding the use of force from the interviewee's perspective. The investigating supervisor is also required to conduct a visual inspection of the person to look for and document any possible injuries or allegations of injury.

In addition to the interview and visual inspection, the investigating supervisor is required to view any department video of the incident (e.g., body-worn camera video, in-car camera video, or other city surveillance video). Finally, the investigating supervisor must review any associated reports, which may include incident case reports, arrest reports, supplementary reports, inventory reports, Taser data download sheets (i.e., the Taser's automatic electronic capture of the date, time, and duration of each Taser discharge), or any other pertinent department reports applicable to the incident.

The investigating supervisor considers all this information, in totality, to gain an understanding of the facts of the use-of-force incident. The investigating supervisor has forty-eight hours to complete the investigation. If the investigation requires more than forty-eight hours, the investigating supervisor must obtain written authorization for an extension from a commander or above.

Upon completion of the investigation, the investigating supervisor must determine whether the involved member acted within department policy. The investigating supervisor also determines if a notification is required to the Civilian Office of Police Accountability (COPA). Examples of required notifications to COPA include a weapon (i.e., firearm, Taser, or OC) discharge by the involved member or any allegation or evidence that the use of force violated the law or department policy.

After the investigation, the investigating supervisor may also provide additional after-action support to the involved member or reviewing supervisor, such as individualized training. Investigating supervisors are trained to identify opportunities for improvement, address those issues, and document what was done. Department videos and reports offer an important opportunity to recognize what the involved



member or supervisor did well during a use-of-force incident and what tactics may be altered in the future to potentially improve the outcome. These types of assessments and debriefings present important opportunities for personal growth and organizational improvement. However, after-action support does not replace an independent COPA investigation into allegations of excessive force.

Once the use-of-force investigation is complete, a policy determination has been made, and any after-action support has been given when appropriate, the investigating supervisor must complete the TRR- Investigation Report. This report includes detailed information about the use of force investigation, including investigative steps taken, the investigating supervisor's conclusions about the involved member's use of force, notifications to COPA where applicable, and any after-action support provided.





TACTICAL RESPONSE REPORT-INVESTIGATION/Chicago Police Department FRD TRACKING NO. _____

INCIDENT INFORMATION	DATE OF INCIDENT	TIME	ADDRESS OF OCCURRENCE	EVENT NO.	RD NO.	
	RANK	MEMBER LAST NAME	MEMBER FIRST NAME	EMPLOYEE NO.	CB NO.	CHARGE
	SUBJECT LAST NAME	SUBJECT FIRST NAME		M.I.	SEX <input type="checkbox"/> M <input type="checkbox"/> F	RACE

LIEUTENANT OR ABOVE/INCIDENT COMMANDER REVIEW

MIRANDA WARNINGS GIVEN YES NO DATE/TIME _____ LOCATION _____

VISUAL INSPECTION CONDUCTED YES NO DATE/TIME _____ LOCATION _____ INJURIES OBSERVED NO YES, DESCRIBE IN COMMENTS _____

SUBJECT'S STATEMENT REGARDING THE USE OF FORCE DNA REFUSED INTERVIEW NOT CONDUCTED (Specify Reason) _____
 (Attempt to interview the subject of any reportable use of force, solely about the use of force incident, and record the subject's statement regarding the use of force.)

LIEUTENANT OR ABOVE/INCIDENT COMMANDER: COMMENTS ADDITIONAL ATTACHMENTS
 (Document any investigatory information or other observations or actions taken that are not already captured in TRR-I fields.)

UNITS ON-SCENE OF THE INCIDENT: _____

WAS AN INVESTIGATION EXTENSION REQUESTED? NO YES, DENIED YES, APPROVED BY: _____ STAR NO.: _____

<p>LT OR ABOVE/INCIDENT COMMANDER:</p> <p><input type="checkbox"/> I HAVE COMPLIED WITH THE DUTIES OUTLINED IN G03-02-02.</p> <p><input type="checkbox"/> I HAVE CONCLUDED THAT THE MEMBER'S USE OF FORCE REQUIRES A NOTIFICATION TO THE CIVILIAN OFFICE OF POLICE ACCOUNTABILITY (COPA). LOG NO. OBTAINED: _____</p> <p><input type="checkbox"/> I DID NOT USE REPORTABLE FORCE OR ORDER THE USE OF REPORTABLE FORCE DURING THIS INCIDENT.</p>	<p>BASED ON THE PRELIMINARY INFORMATION THAT I HAVE REVIEWED AND THAT WAS AVAILABLE AT THE TIME OF THIS REPORT, THE MEMBER'S USE OF FORCE RESPONSE APPEARS TO BE:</p> <p><input type="checkbox"/> IN COMPLIANCE WITH DEPARTMENT POLICY AND DIRECTIVES.</p> <p><input type="checkbox"/> NOT IN COMPLIANCE WITH DEPARTMENT POLICY AND DIRECTIVES.</p> <p><input type="checkbox"/> A DEADLY FORCE OR OFFICER-INVOLVED DEATH INCIDENT.</p>
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<p>INVOLVED MEMBER ACTIONS RECOMMENDED?</p> <p><input type="checkbox"/> NO <input type="checkbox"/> YES, DESCRIBE BELOW:</p> <p><input type="checkbox"/> INDIVIDUAL DEBRIEFING WITH SUPERVISOR <input type="checkbox"/> REVIEW LEGAL/TRAINING BULLETIN</p> <p><input type="checkbox"/> REVIEW STREAMING VIDEO <input type="checkbox"/> STRESS REDUCTION SEMINAR</p> <p><input type="checkbox"/> REVIEW DEPARTMENT DIRECTIVES <input type="checkbox"/> OTHER: _____</p>	<p>REVIEWING SUPERVISOR ACTIONS RECOMMENDED?</p> <p><input type="checkbox"/> NO <input type="checkbox"/> YES, DESCRIBE BELOW:</p> <p><input type="checkbox"/> INDIVIDUAL DEBRIEFING WITH SUPERVISOR <input type="checkbox"/> REVIEW LEGAL/TRAINING BULLETIN</p> <p><input type="checkbox"/> REVIEW STREAMING VIDEO <input type="checkbox"/> STRESS REDUCTION SEMINAR</p> <p><input type="checkbox"/> REVIEW DEPARTMENT DIRECTIVES <input type="checkbox"/> OTHER: _____</p>
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LT OR ABOVE/INCIDENT COMMANDER NAME (Print)	RANK/TITLE CODE	STAR NO.	SIGNATURE	DATE/TIME COMPLETED
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Tactical Review and Evaluation Division

Background

Central to CPD's transformation over the past five years is the development of robust review procedures and infrastructure. This includes timely supervisory review and investigation as well as the creation and evolution of the Tactical Review and Evaluation Division (formerly known as the Force Review Division). The Chicago Police Department established the Tactical Review and Evaluation Division in 2017 with the mission to review and analyze information and tactics utilized in use-of-force incidents to enhance Department members' abilities and improve Department operations. This work aims to make officers' physical interactions with the public safer for all involved. Since its inception, the Tactical Review and Evaluation Division has taken on reviews of firearm-pointing incidents and foot pursuits as well.



Tactical Review and Evaluation Division After-Action Reviews—Use of Force

The department's Tactical Review and Evaluation Division is unique among other police departments because COPA maintains full investigative authority over allegations of excessive force. Nevertheless, the department recognized internal after-action reviews of use-of-force incidents provide an important opportunity to debrief what the involved member and their supervisor did well during these incidents and what improved tactics may lead to better outcomes in the future. Moreover, after-action reviews allow for the collection of important data that can be used to analyze and improve department-wide operations.

After establishing review procedures and the electronic TRR system, the Tactical Review and Evaluation Division began conducting department-level reviews on May 29, 2018. What started as a small unit with only eleven individuals (including reviewers and supervisors) has now more than quadrupled in size. Since then, other city and federal law enforcement agencies have endeavored to learn from the department's Tactical Review and Evaluation Division and its review processes.

The Tactical Review and Evaluation Division is responsible for conducting an after-action review of the following use of force incidents:

1. All Level 2 reportable use-of-force incidents (i.e., use of a weapon other than firearm discharge toward a person or force resulting in injury or a complaint of injury);
2. All Level 1 use of force incidents (weaponless force resulting in no injury or complaint of injury) involving a foot pursuit; and
3. A representative sample of remaining Level 1 reportable use of force incidents.

Note: The Force Review Board is responsible for reviewing Level 3 use of force incidents (see "Level 3 / Deadly Force Incidents" section).

Upon completion and approval of the TRR-Investigation, all Level 2 incidents, all Level 1 incidents involving a foot pursuit, and a computer-generated representative sample of remaining Level 1 incidents are automatically forwarded (via an electronic application) to the Tactical Review and Evaluation Division for review. Reviewers evaluate an entire incident flagged for review, not just the TRRs individually flagged for review. For example, if a use of force incident resulted in both a Level 2 TRR and a Level 1 TRR that was



not automatically flagged for review, a reviewer would review both TRRs because they were part of the same incident.

Reviewers are sworn police officers specially trained to review the use-of-force incidents in their totality, from the beginning of the event through documentation and investigation of that incident. The scope of the review includes not only the involved member's actions and documentation but also those of the reviewing and investigating supervisors. Tactical Review and Evaluation Division supervisors are responsible for assigning, ensuring the quality of, and approving reviews.

While reviewing use-of-force incidents, reviewers compare the facts of each incident with the protocols that have been established by department policy and training standards to identify opportunities for improvement, as well as exemplary conduct that serves as a model for the department. These reviews are designed to be nondisciplinary in nature with the following objectives:

- Ensure members, including supervisors, complied with department policy.
- Ensure the district-level review and investigation complied with department policy.
- Ensure any tactical, equipment, or policy concerns are identified.
- Evaluate whether or not each reviewed incident was tactically sound.
- If applicable, recommend additional training or policy review for the involved members, reviewing supervisor, or investigating supervisor.
- If applicable, identify patterns, trends, or emerging concerns related to reviewed use-of-force incidents and recommend specific modifications to existing policy, procedures, training, tactics, or equipment that could result in minimizing the occurrences of use-of-force incidents and the inherent risks involved in use-of-force incidents.

Upon completion of each review, the Tactical Review and Evaluation Division recommends unit supervisors or Training Division staff conduct after-action training or support, where appropriate. The Tactical Review and Evaluation Division tracks the completion of any recommendations they issue to ensure accountability.

Exception: The Tactical Review and Evaluation Division will not review use-of-force incidents to decide about the specific conduct related to a complaint or allegation of misconduct subject to investigation by COPA. COPA maintains full authority over these investigations. If during a review the Tactical Review and Evaluation Division discovers evidence of excessive force that was not previously referred to COPA, the Tactical Review and Evaluation Division is responsible for making the required notification and documenting that notification.

Depending on their unit of assignment, many supervisors may review only a limited number of use-of-force incidents in a year. At that level, it becomes difficult to identify patterns and trends within a district or the department as a whole. However, because the Tactical Review and Evaluation Division reviews all Level 2 uses of force and a sample of all Level 1 uses of force across the city, the department is better equipped to identify those patterns and trends and take appropriate action. The Tactical Review and Evaluation Division then makes recommendations to address these issues within the department's various training programs.



The Tactical Review and Evaluation Division publishes detailed information on their reviews in their semi-annual and year-end reports, which are publicly available on CPD's website.¹ In 2022 the Tactical Review and Evaluation Division completed 2,575 TRR reviews, 9% more than the previous year. This means the Tactical Review and Evaluation Division reviewed approximately 71% of all TRRs (on top of the district-level supervisor reviews). Tactical Review and Evaluation Division reviews of TRRs in 2022 resulted in 691 (27%) informal advisements and 343 (13%) formal training recommendations. Combining advisements and recommendations, this accounted for 40% of reviews. Additionally, 9% of TRRs flagged for review in 2022 already had a complaint log number and were under the investigative purview of the Civilian Office of Police Accountability.

Approximately 88% of TRR reviews in 2022 included body-worn camera video. The most common debriefing point in 2022 for the involved member completing the TRR was late activation of the body-worn camera, which was debriefed in 14% of reviews (4 percentage points higher than in 2021). The second most-common debriefing point was for members not articulating in detail what they did to de-escalate the incident. Although the member's actions (including de-escalation) are often observable on video, their thoughts are not. Therefore, it is important to articulate what strategy was utilized because it helps identify areas for improvement and areas of strength. This debriefing point was identified in 12% of reviews, a 7 percentage point improvement over the previous year.

For reviewing supervisors (typically the assigned sergeant), the most common debriefing point was for not notifying an evidence technician when required (110 debriefings). This continues to be a trend, especially in circumstances where either only the department member is injured or there is no visible injury to the person subjected to force. For investigating supervisors (typically the watch operations lieutenant), the most common debriefing point was for not addressing a body-worn camera issue during their investigation, such as not addressing late or no activation (88 debriefings).

As part of its use-of-force reviews, the Tactical Review and Evaluation Division also reviews the use-of-force occurrences that involve a foot pursuit, even if that TRR would not have otherwise been flagged for review. In 2022, the Tactical Review and Evaluation Division reviewed 528 TRRs involving a foot pursuit. These reviews resulted in 45 debriefing points related specifically to the foot pursuit (e.g., partner separation and radio communication). This equated to 8.5% of these reviews resulting in a foot-pursuit-related debriefing point.

The table below shows a summary comparison between 2021 and 2022 TRR reviews.

Tactical Response Reports (TRRs)	2021	2022	Percent Change
Total TRRs	3315	3652	10%
Total TRRs Reviewed by Tact. Rev. & Eval. Div.	2363	2575	9%
TRRs With a Foot Pursuit	516	528	2%
TRRs Resulting in an Advisement	896	691	-23%
TRRs Resulting in a Formal Training Recommendation	165	343	108%
TRRs With Complaint Log Obtained During District/Unit Review	256	233	-9%
TRR Reviews by Tact. Rev. & Eval. Div. Resulting in Referral to COPA	3	0	-100%

¹ <https://home.chicagopolice.org/statistics-data/statistical-reports/tactical-review-and-evaluation-division-reports/>



Tactical Review and Evaluation Division After-Action Reviews—Firearm Pointing Incidents

In addition to use-of-force reviews, the Tactical Review and Evaluation Division is also tasked with reviewing documentation and information collected from all investigatory stop or arrest occurrences in which a department member pointed a firearm at a person. Similar to use of force incidents, the Tactical Review and Evaluation Division utilizes any available department reports and video to compare the facts of the firearm-pointing incident with department policy and training standards. The objective is to identify any tactical, equipment, or training concerns as well as to identify whether the pointing of the firearm at a person may have violated department policy. A single firearm-pointing incident may involve multiple individual department members pointing their firearms. These are reviewed individually as part of the incident.

Upon completion of each review of a firearm-pointing incident, the Tactical Review and Evaluation Division notifies the pointing member's immediate supervisor and unit commanding officer of any findings and follow-up recommendations from the review. The member's supervisors are then responsible for ensuring the implementation of any recommendations arising from these findings. The Tactical Review and Evaluation Division includes a summary and analysis of these reviews in its semi-annual and year-end reports.

In 2022, there were a total of 3,584 instances in which an officer pointed a firearm at a person. Of these, the Tactical Review and Evaluation Division reviewed 2,982 (83%) due to those incidents involving an investigatory stop or arrest. Reviews of firearm-pointing incidents in 2022 resulted in 1,023 training recommendations. This equated to 34% of reviews resulting in at least one type of training recommendation. The most common debriefing points were related to body-worn camera activation (i.e., late activation and no activation). This accounted for a total of 995 debriefings. However, 95% of firearm-pointing incidents still had available body-worn camera video for review.

As part of a firearm-pointing-incident review, the Tactical Review and Evaluation Division review any associated foot pursuits. In 2022, there were 1,031 firearm-pointing incidents with a foot pursuit. These reviews resulted in 47 foot-pursuit-related recommendations, accounting for 5% of reviews. There were also a total of 254 individual firearm-pointing reviews that involved the completion of a TRR (9% of reviews). Finally, 1,084 firearm-pointing incidents led to the recovery of at least one weapon, the most common of which was a semi-automatic pistol.

The table below shows a summary comparison between 2021 and 2022 Firearm-Pointing-Incident reviews.

Firearm Pointing Incidents (FPIs)	2021	2022	Percent Change
Total Firearm Pointing Incidents (FPIs)	2562	2925	14%
Total Individual Firearm Pointings	3005	3584	19%
Total Reviewed Individual Firearm Pointings	2751	2982	8%
FPIs With a Foot Pursuit	774	1031	33%
FPIs With a TRR	182	254	40%
FPIs With Weapon Recovery	1038	1084	4%
Individual Firearm Pointing Reviews Resulting in a Training Recommendation	865	1023	18%
FPI Reviews Resulting in Referral to COPA	2	0	-100%



For a comprehensive overview of the Tactical Review and Evaluation Division's findings in 2022, please visit <https://home.chicagopolice.org/statistics-data/statistical-reports/tactical-review-and-evaluation-division-reports/>.

Looking Ahead—New Incident Debriefing Report

Through 2022, the Tactical Review and Evaluation Division utilized the Tactical Response Report – Review application to conduct reviews and collect review data from use-of-force incidents and foot pursuits that were reported in conjunction with a use-of-force incident. When reviewing firearm-pointing incidents, the Tactical Review and Evaluation Division utilized a different application called the Firearm Pointing Incident Review application. As the Tactical Review and Evaluation Division takes on additional review responsibilities moving forward, including the review of foot pursuits not associated with a use of force or firearm pointing, CPD looked to streamline the review process so that it could capture data from multiple facets of an incident in one place. Therefore, CPD created the Incident Debriefing Report (IDR) application which is designed to replace the Tactical Response Report – Review and the Firearm Pointing Incident Review applications. The IDR application is also designed to manage the review of foot pursuits that are not associated with the use of force. CPD worked with its external technology consultants to complete the first version of the IDR application in late 2022, and testing of the system continued into early 2023. As of March 2023, CPD was in the process of launching the IDR application. This will allow Tactical Review and Evaluation Division personnel to review incidents as a whole, and there will be a single source for incident review data. This will streamline both CPD's data collection and analysis processes for use of force, firearm pointing incidents, and foot pursuits.

Level 3 / Deadly Force Incidents—Review and Investigation Investigative Response Team

The Investigative Response Team (IRT) was created in 2017. IRT is on call twenty-four hours a day and is responsible for investigating the underlying crime in all officer-involved shootings that occur within the city limits. This includes outside agencies who are involved in a weapons-discharge incident. The unit is also responsible for investigating the circumstances involving all officer-involved death investigations. IRT is the lead investigating body for instances where a police officer sustains a non-fatal gunshot wound. IRT is comprised of over twenty senior detectives, most of who previously worked as lead homicide investigators on hundreds of homicide cases. The detectives assigned to IRT collectively have over five hundred years of law enforcement experience, making them some of the most talented and seasoned investigators the Chicago Police Department has to offer.

In 2022, IRT focused on how to apply new and innovative investigative techniques to the cases they were assigned. This included an emphasis on identifying new uses of technology to help solve extremely complex and oftentimes high-profile investigations. To learn and apply these new techniques, IRT detectives were sent to numerous external training courses on topics such as the use of force, technology, enhanced investigations, and traumatic incident interview techniques.

In 2023, IRT is expecting several of its experienced detectives to retire. The challenge that arises due to these retirements is the loss of years of extensive knowledge and experience. To overcome this challenge, IRT will partner veteran detectives with more junior ones in an attempt to pass on their knowledge. Additionally, IRT plans on conducting an extensive talent search within the Bureau of Detectives to identify and recruit the top detectives to be part of this elite investigative team.



Department After-Action Reviews of Level 3 Incidents

In the case of a deadly force incident or force resulting in life-threatening injuries, such as an officer-involved shooting, the exempt-level incident commander (rank of commander or above for deadly force) will complete the TRR-Investigation (report). Following all Level 3 use-of-force incidents (including those that result in a hospital admission), the assigned incident commander must complete a “Level III Reportable Use of Force Incident Supplemental” as part of the TRR-Investigation report. Although COPA retains investigative authority for Level 3 incidents that involve the use of deadly force, the incident commander completes a supplemental report based on a review of preliminary information available following an incident. The incident commander records:

1. Type of Level 3 reportable force, including whether the incident involved a firearms discharge, chokehold, impact weapon strike to the head or neck, hospital admission, force that caused death to a person, or other deadly force.
2. Important incident details, where applicable, including duty status; mental health component; medical aid provision; use of chokehold or carotid artery restraint; baton strike(s) to the head; warning shots; firearm discharge(s) at a person who was a threat only to self; firearm discharge(s) solely in defense of property; firearm discharge(s) into a crowd; firearm discharge(s) at or into a building; firearm discharge(s) at or into a moving motor vehicle; and firearm discharge(s) from a moving motor vehicle.

While the incident commander documents the information known to them at the time, the incidents are subject to a complete COPA investigation (see COPA section of this report). COPA is exclusively responsible for recommending disciplinary action relating to the incident.

Although deadly-force incidents are subject to a COPA investigation and disciplinary recommendations, the department utilizes a Force Review Board to conduct a tactical review of a deadly-force incident within ninety-six hours of the incident. The Force Review Board consists of a minimum of five command staff members. A meeting of the Force Review Board must include the Superintendent, or in the Superintendent’s absence, the First Deputy Superintendent, who will assume the role of chairperson. It must also include the Chief, Bureau of Patrol (or an authorized designee), Deputy Chief, Training and Support Group (or an authorized designee), and a minimum of two of the following department members: Executive Director, Office of Constitutional Policing and Reform, or an authorized designee the rank of Deputy Chief; Chief, Crime Control Strategies, or an authorized designee the rank of deputy chief; Chief Bureau of Internal Affairs, or an authorized designee the rank of deputy chief; General Counsel to the Superintendent, or an authorized designee; or other members designated by the Superintendent of the rank of deputy chief or above. The Commanding Officer of the Tactical Review and Evaluation Division serves as the secretary to the Force Review Board.

The review evaluates if the actions of department members during the deadly force incident were tactically sound and consistent with department training. If applicable, they also identify specific modifications to existing policy, training, tactics, or equipment that could minimize the risk of deadly force incidents occurring and the risk of harm to officers and the public. Where applicable, the Force Review Board issues specific recommendations based on this review. Recommendations may include additional training provided through either the involved member's chain of command or the Training Division.



Civilian Office of Police Accountability (COPA) Investigations of Officer-Involved Shootings

In 2022, COPA concluded 40 officer-involved shooting investigations (82% more than the previous year). Please note, these 40 concluded investigations do not coincide with all of the incidents that occurred in 2022. Of these investigations, 16 were found to be within department policies on the use of force, 10 resulted in a sustained finding, 3 were not sustained, 1 was unfounded, 2 were exonerated, 6 were administratively closed, and 2 were placed in close hold. Seven of these investigations involved suicides or accidental discharges.

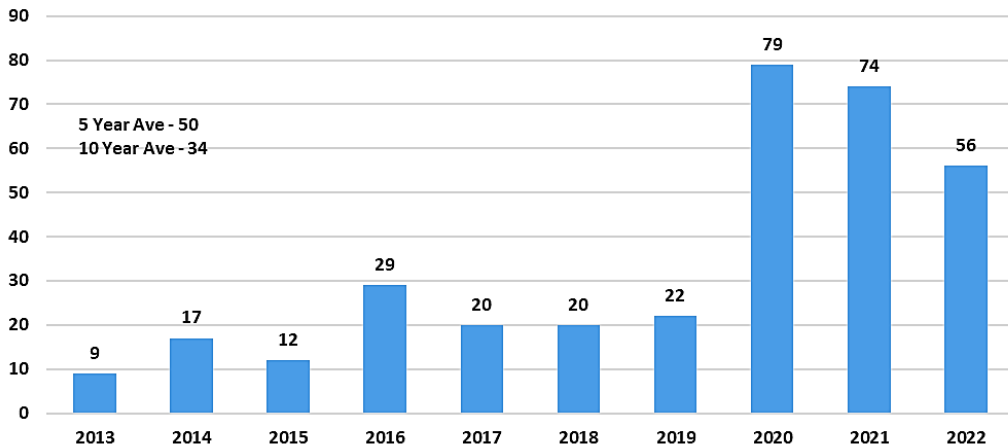
Officers Shot / Shot At

In 2022, there were 56 instances of a department member being shot or shot at, down 18 from the previous year. Therefore, department members discharged their firearms 15 fewer times than they were shot or shot at in 2022 (compare to 41 CPD firearm discharges).

Officers Shot or Shot At	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Police Officers Shot At	9	8	12	21	14	15	17	69	58	48
Police Officers Shot (Non-Fatal)	0	8	0	8	6	3	4	10	14	8
Police Officers Shot (Fatal)	0	1	0	0	0	2	1	0	2	0
Total Officers Shot or Shot At	9	17	12	29	20	20	22	79	74	56

Note: In mid-2020, the department began tracking individual police officers shot or shot at. Prior to mid-2020, the department tracked incidents in which officers were shot or shot at.

Officers Shot or Shot At



Supportive Training

As a result of their reviews of incidents, the Tactical Response and Evaluation Division and the Force Review Board, along with CPD's Bureau of Internal Affairs, may issue recommendations for individual follow-up training provided by the Training Division. These types of recommendations typically involve more specialized training that certified instructors from the Training Division are better equipped to carry out within CPD's training facilities. Examples may include Taser training, firearm training, hands-on control tactics, and vehicle stops and occupant control. **In 2022, the Training Division conducted support training for 82 officers utilizing 156 total hours of training time.**



2022 Use of Force Analysis and Future Initiatives

Leveraging Data for Organizational Improvement

The Research and Development Division, Tactical Review and Evaluation Division (TRED), and the Training Division worked collectively in 2022 to enhance the ways in which CPD can leverage data to improve not only policy, but also training. Data can provide valuable insight into patterns and trends, which CPD, in turn, can use to make decisions and develop effective action plans. To this end, CPD is working to create a sustainable data collection and review infrastructure that will allow CPD to continue to improve and evolve with ever-changing patterns and trends, best practices, community expectations, and the law.

Since 2018, TRED has been engaging in this process, continually looking for patterns and trends through its review of use-of force incidents. In this time, it has observed multiple patterns and trends that have resulted in operational changes to policy or training, including:

- **Body-worn compliance**—TRED has made both district-level and department-wide recommendations regarding adherence to body-worn camera procedures. These recommendations are based on reviews of use-of force incidents and includes both body-worn camera activation and deactivation observations. Examples of the results of these recommendations have included individual district improvement plans and developing procedures to directly enroll individual members in body-worn camera training.
- **De-escalation articulation**—Members do a good job documenting which de-escalation tactics they use. However, TRED has observed that members' reporting often lacked detailed descriptions of those tactics. For example, a member may write, "I utilized verbal direction in an effort to de-escalate" instead of providing details on what that verbal direction was and how it was used in an attempt to de-escalate the situation. This sort of detailed description helps others understand what an officer was thinking, what tactics they used, and why they used those tactics. This paints a much clearer picture of what occurred during an incident. As a result of this trend, TRED made recommendations to the Training Division, resulting in focused in-service training on this type of documentation with examples provided by TRED.
- **Taser documentation**—Tasers (conducted electrical weapons) discharge two probes designed to penetrate a person's clothing and skin. When both these probes make physical contact with a person, a pulsing electrical current travels through the body between the two probes, completing a circuit. This electrical energy causes muscle contractions resulting in those muscles becoming temporarily incapacitated. The goal is to secure (e.g., handcuff) the person during or shortly after the initial (and automatic) five-second cycle of energy. In certain circumstances, an officer may need to deliver another cycle of energy through either the original set of probes (by pressing a button on the Taser) or by discharging the second set (of two sets) of probes. TRED recognized that documentation of how the Taser device was utilized could be difficult because of the complexity of the Taser device. Therefore, members sometimes made unintentional documentation errors on the TRR, oftentimes by over-reporting Taser use. The Taser device electronically records exactly how it was used, and it creates a printable "data download report" that is included in the record. Therefore, TRED underwent training on how to read this report so that it could accurately analyze exactly what happened during a Taser-use incident to make recommendations, as well as ensure that members accurately document Taser use on the TRR. In addition, TRED made recommendations to clarify the Taser documentation section of the TRR so that members more clearly understood how to document multiple applications of the Taser.



This included the addition of clarifying instructions in the TRR application. Although documentation has improved, it is a continual process to train newly hired officers and newly promoted supervisors. TRED also continues to focus on this as a component of pre-service supervisor training as it pertains to the review and investigation of use of force incidents.

- **Multiple Objects In Hand**—TRED reviews revealed a pattern of department members holding two objects (e.g., some combination of handcuffs, radio, Taser, baton, etc.), one in each hand, while simultaneously trying to go hands-on with a person. The most common combination was a radio or Taser in one hand and handcuffs in the other. As a result, the department immediately published a message to all department members via its department-wide message center, and it recommended the Training Division make this a part of its training evaluation and debrief during live scenarios.
- **Securing Tasers**—TRED reviews revealed a pattern of department members setting a Taser down unsecured (e.g., on a table or the ground) after using it and before attempting to handcuff a person. However, the Training Division teaches re-holstering techniques to keep the Taser from getting into the wrong hands or from accidentally discharging. These observations led to a series of meetings between TRED and the Training Division. These discussions and an analysis of the incidents and training led to a change in the annual certification process. During certification, members utilize Tasers designated specifically for certifications. They are often stored on a table in one part of the certification room. Previously, the member undergoing certification may have returned the Taser to that storage table immediately after discharging it. Now, instructors require each member to practice re-holstering the Taser after discharging it and talk through what they are doing. This more closely mirrors the Taser training program. The Training Division has also incorporated weapon transition drills that require members to re-holster their weapon. CPD continues to work through these trends as they are observed through TRED reviews.
- **Evidence Technician Notifications**—A common debriefing point for TRED, since its inception, is to ensure supervisors request an evidence technician whenever a person or officer is injured or complains of injury. Most often, supervisors do not notify an evidence technician as required when there is no visible injury or when an officer is injured rather than the person subjected to force. Because TRED reviews incidents from all over the city, they were able to observe this pattern in a way that was impossible before. Debriefings of supervisors revealed that they did not think it was necessary to notify an evidence technician when a person had no visible injuries to photograph. Although this may seem like a logical conclusion, it is necessary to photograph a person or officer after an incident so that there is lasting photographic evidence of the aftermath of a use-of-force incident, even when there is no visible injury. TRED issued a department-wide message regarding this issue and recommended the Training Division cover this topic in annual in-service training. TRED also ensured this was a focus of its pre-service promotional training. Finally, TRED made recommendations to add a section to the TRR that now requires supervisors to document the specific part(s) of a person's body that was injured or alleged to have been injured so that it is a permanent part of the TRR record.

These are all examples of how TRED's reviews not only cycle back to individual members for continued professional development, but it leads to department-wide improvements to training, procedures, and forms. This is an essential part of TRED's work that did not exist in CPD prior to its inception in 2018. As outlined earlier in this report, the creation of the new Incident Debriefing Report will only serve to streamline this important work moving forward.



Although TRED's reviews of certain use-of-force incidents provide valuable insight into patterns and trends, data collected outside of the review process also provides important information. This includes the approximately 25% of use-of-force incidents that do not fall within the purview of TRED review. The TRR and TRR—Investigation Reports collectively contain over 100 data points, many of which CPD can utilize to track trends. For the first time, CPD is using data contained in its Annual Use of Force Report to conduct an analysis and use that analysis to improve training and operations. As CPD continues to evolve, it aims to look for new and innovative ways to leverage data as a legitimate tool for organizational improvement. In 2022, CPD was able to gain valuable insight from its use-of-force data.

Officer Experience

The majority of members who used reportable force in 2022 had been working with CPD for one to five years, accounting for 53% of use of force occurrences. This is despite the fact that this group only makes up 24% of CPD's total sworn work force. This is followed by those with six to ten years of service, accounting for 19% of use of force occurrences, and making up 15% of the work force. This trend reversed for groups with more years of service, meaning those with eleven or more years of service accounted for a higher percentage of the work force when compared to the percentage of use of force occurrences. This pattern is fairly consistent with the previous year. Younger officers typically begin their careers in districts that have a higher volume of calls for service, higher crime rates, and higher arrest totals.

This trend highlights the importance of having an effective recruit training program and reinforcing important concepts year-after-year through annual in-service training. However, it also highlights the fact that when CPD is making modifications and improvements to its annual use of force in-service training, it must simultaneously apply any relevant improvements to recruit training and the training of field training officers who are responsible for the continued professional development of its probationary police officers. Best practices *must* filter down to those individuals most likely to be involved in use of force incidents. Where relevant, current or planned enhancements to recruit training are also listed in this report.

Taser Trends

An analysis of force option trends clearly shows that Taser use has gone down dramatically since it peaked in 2016.

Year	Total
2016	474
2017	376
2018	184
2019	182
2020	136
2021	105
2022	89



These trends corresponded with the following timeline as it pertains to related policy, procedures, and training:

- **2016 (474 Taser uses)**—From January to June, CPD trained and provided Tasers to all CPD officers responding to calls for service. This Taser rollout led to a peak in Taser use as more officers began to carry them. Simultaneously, CPD developed and implemented a two-day "Force Mitigation" training for officers and supervisors that was offered through 2017.
- **2017 (376 Taser uses)**—CPD revised its use of force policies and implemented a mandatory in-service course for department members before implementation of the new policies in October. The new policy focused on de-escalation and the sanctity of life. CPD also established its first-ever Force Review Unit (now TRED) in October.
- **2018 (184 Taser uses)**—CPD began ramping up its use-of-force training curriculum. Members who did not previously complete Force Mitigation training were required to complete it during the year. Those members who previously completed the training attended an eight-hour refresher training. The Force Review Unit (now TRED) began reviewing Taser incidents.
- **2019 (182 Taser uses)**—CPD implemented a two-day use of force training that was a refresher on previous training and advanced new topics. Training included weapon transition drills, which involved hands-on practice with the Taser.
- **2020 (136 Taser uses)**—CPD continued annual use of force refresher training while simultaneously revising its use of force policies. This included significant revisions to the department's Taser policy (G03-02-07, *Taser Use Incidents*). Some of the significant revisions included:
 - limitations on when Tasers could be used against active resisters (i.e., the person has to be armed or violent/aggressive, or the person has to have committed a felony or misdemeanor that was not property related, a quality of life offense, or petty offense).
 - restrictions on Taser use in schools.
 - restrictions on using Tasers against fleeing persons.
 - requirements to allow a person reasonable time to comply with a verbal warning, unless it would compromise safety.
 - reminders about increased discharge risks that may increase the risk of serious injury or death.
 - requirements to consider risk of injury and a person's apparent age, size, physical and mental condition, disability, and impairment when determining the appropriateness of using a Taser.
- **2021 (105 Taser uses)**—CPD implemented its first Taser eLearning program as part of officers' yearly Taser re-certification. This module reviews how a Taser functions as well as department Taser policy, including restrictions and increased deployment risks. Officers are required to complete this eLearning module *prior* to in-person re-certification. In addition, CPD conducted training on de-escalation, response to resistance, and use of force utilizing two separate eight-hour sessions:
 - Communications—Included hands-on scenarios focusing on de-escalating incidents and decision-making.
 - Procedures—Included decision-making training utilizing the department's VirTra Force Options Simulator.



- **2022 (89 Taser uses)**—CPD introduced an eight-hour course on crisis intervention to *all* sworn department members while continuing training on de-escalation, response to resistance, and use of force. The use-of-force training included hands-on practice and scenarios.

CPD's initiatives and training during the above time period resulted in significant department-wide changes. CPD's revised Taser policy placed additional limitations on when a Taser can be used, and it provided officers more guidance on risks to consider. Simultaneously, CPD emphasized de-escalation tactics, and it provided more robust training, including hands-on practice. Finally, there was an overall emphasis by the Training Division to rely on verbal direction while simultaneously considering available options and what could be most effective given the circumstances.

All of this coincided with an 81% decrease in Taser usage during the same time period. Even in 2020, when there was significant civil unrest, Taser usage continued its decline. Based on CPD training, Tasers are rarely the most effective force option during large crowd use-of-force incidents. The fact that Taser usage continued a downward trend during 2020 suggests that CPD officers did not over-rely on Tasers. The expectation is that the downward trend seen over the past seven years is leveling out and will fluctuate in future years according to the total number of use-of-force incidents. CPD will continue to monitor these trends.

Person Actions and Corresponding Member Response Trends

An analysis of 2022 use of force data clearly shows the most common types of action / response interactions involved in a use-of-force incident. With respect to what leads to an officer using force, these are the most common types of actions by a person that precipitate a use-of-force incident:

1. Not following verbal direction (87% of occurrences);
2. Pulling away (72% of occurrences); and
3. Stiffening / dead weight (60% of occurrence).

In turn, these are the most common types of responses reported by department members in 2022:

1. Handcuffing (62% of occurrences)
2. Takedown (37% of occurrences)
3. Escort holds (37% of occurrences)
4. Push / physical re-direct (31% of occurrences).

Although multiple officers may use reportable force in a single incident, only one officer may utilize handcuffing. Almost all use-of-force incidents involves some type of handcuffing. Although it may seem obvious that handcuffing is the most common type of force option, this fact highlights the importance of being proficient with basic skills. Effective handcuffing is one of the most important skills required to safely control a person. Ineffective or inefficient handcuffing can lead to increased resistance, elevated force required to gain control, and an increased risk of injury to both the person and involved member.

Further analysis shows that at least one force option was utilized on a restrained person in approximately 11% of use-of-force occurrences in both 2022 and the prior year. This may include escort holds and other physical control tactics to prevent escape by a person who continues to resist, even after being restrained. TRED reviews all of these types of incidents.



Based on these clear and consistent trends, the Research and Development Division began discussions with the Training Division on how to incorporate refresher training on some of these skills into the training curriculum. The challenge in training is that hands-on practice with weaponless physical control tactics involves a significantly higher risk of injury during training exercises. So CPD is challenged with designing effective methods of refreshing these skills while balancing the risk of injury such training presents. Based on this analysis, and balancing the risk involved, this is a summary of future enhancements planned for CPD's training curriculum as it relates to physical control tactics:

- Allow trainees to complete handcuffing of Training Division role players utilizing (plastic) training handcuffs;
- Include and emphasize handcuffing as an evaluation point in scenario exercises during 2023 in-service training;
- Begin working on a training video that focuses on handcuffing and safe control of an arrestee that would be required for all department members via the department's eLearning system;
- In 2023 recruit training and beyond, focus on continuous physical contact that takes away the opportunity for escape and reduces the likelihood of further resistance (e.g., utilizing partner assists, wristlocks, proper offset positioning,)
- Highlight handcuffing skills as part of the 2024 in-service training curriculum to include escorting persons after handcuffing so as to maintain continuous physical contact and control throughout the escort.

Although CPD has improved training significantly to include advanced skills in the areas of de-escalation and use of force, this analysis reaffirms the importance of practicing basic skills as a strategy for reducing the level of force needed to gain control of a person or situation.

Communication at the Forefront

As outlined, CPD policy requires the use of de-escalation techniques to prevent or reduce the need for force, unless it would cause an immediate risk of harm or it would be clearly ineffective under the circumstances. Three of the primary force mitigation tools members can use to de-escalate an incident are continual communication, time as tactic, and tactical positioning. Of these tools, the most important is communication. Effective communication is the foundation on which de-escalation is built. It is also the most common type of de-escalation tool reported by CPD members during use-of-force occurrences (reported as being utilized by members in 84% of reported use-of-force occurrences in 2022). Even if a member did not report using verbal direction, it is possible, if not likely, another member used verbal direction. CPD trains officers to use "one voice," meaning one officer at a time should bear responsibility for communicating verbally because multiple voices giving direction can be confusing to a person. It can also exacerbate symptoms for persons in a mental health crisis.

The fact that verbal direction is the most important (and common) de-escalation tool, yet failure to follow verbal direction is the most common subject action that precipitates use of force, only highlights the importance of effective communication. CPD's primary objective in taking a person into custody is to gain voluntary compliance. The very fact that an officer resorts to force likely means a person is failing to follow verbal direction, and it becomes necessary for the officer to utilize force to gain compliance. CPD will never eliminate the need for force in certain circumstances, but the department is committed to continually improving communication skills in an effort to reduce the need for force as much as possible. Although the data surrounding communication and force is unsurprising, it reinforces the importance of



continually helping officers improve communication skills. As a result, the Training Division is doing the following:

- During 2023 recruit training, instructors will stress verbal direction as the *primary* method of control;
- During 2023 in-service training, instructors will continue to emphasize the importance of "one [clear] voice" that communicates persuasion, advice, and warning;
- The Training Division is specifically teaching its 2023 cadre of role players the vital skill of *looking* for verbal cues and *reacting* accordingly during role-play scenarios (e.g., role players will only do what they are clearly told to do, not what they assume the trainee wants them to do), with the goal being to positively reinforce the efficacy of using clear verbal direction;
- The Training Division will continue to train its 2023 cadre of use-of-force instructors to evaluate trainees on their use of clear verbal direction.

In addition to the above strategies, the Training Division is looking forward to introducing a new training titled *Integrating Communications, Assessment, and Tactics* (ICAT), which is outlined below in "Important Initiatives."

Fourth Amendment

Of the specific types of activities that preceded a use of force occurrence in 2022, the most common was "investigatory stop" (19% of occurrences). This was second to "other." Close behind, and in a similar category to investigatory stops, was "pursuing/arresting subject" (18% of occurrences). Even other categories such as "traffic stop" (16% of occurrences), and "man with a gun" (14% of occurrences) often have elements common to investigatory stops. CPD defines an investigatory stop as the "temporary detention and questioning of a person in the vicinity where the person was stopped based on reasonable articulable suspicion that a person is committing, is about to commit, or has committed a criminal offense. The suspect may be detained only for the length of time necessary to confirm or dispel the suspicion of criminal activity." CPD's investigatory stop policy is outlined in Special Order S04-13-09, *Investigatory Stop System*, which is publicly available at <https://directives.chicagopolice.org/#directive/public/6568>.

Based on its definition, an investigatory stop is also sometimes called a "Fourth Amendment stop." In addition to guiding officers on when they may stop a person, the Fourth Amendment also protects persons from unreasonable searches and seizures by the government, as well as protects persons from excessive force. For these reasons it is one of the most important areas of law guiding police officers.

Based on the importance of these issues, especially as they relate to use of force, as well as recommendations made by COPA and best practices across the United States, CPD is renewing its focus on training department members on the Fourth Amendment, constitutional policing, and effective communication. As outlined previously in the COPA section of this report, COPA recognized in their survey of investigators that complaints are most often initiated not because of actual policy violations, but rather because of the complainant's perceived treatment by a department member. This is a basic human observation that holds true across numerous disciplines in addition to law enforcement. For example, a survey published by the British Medical Journal found that U.S. doctors are judged more on bedside manner than effectiveness of care.² CPD strives for its members to not only police constitutionally, but

² <https://www.bmj.com/content/349/bmj.g4864>



also treat persons with dignity and respect, even when force is required. The Training Division is working to incorporate these concepts into its recruit and in-service training.

Important Initiatives

In response to lessons learned over the past several years, including data trends and feedback from TRED, the Training Division, COPA, and the Police Board, CPD has created several training programs to specifically address de-escalation, Fourth Amendment actions, and organizational accountability. These training programs include the following: Active Bystandership for Law Enforcement; Integrating Communications, Assessment, and Tactics; and Constitutional Policing.

Active Bystandership for Law Enforcement (ABLE)

First and foremost, CPD has adopted and implemented the Active Bystandership for Law Enforcement (ABLE) program.³ This program arose out of the ABLE project at the Center for Innovations in Community Safety at Georgetown University. CPD is one of 324 law enforcement agencies across the U.S. to adopt ABLE. The core purpose of ABLE is to prepare officers to successfully intervene to prevent harm and to create a law enforcement culture that supports peer intervention (including during use of force or potential use of force). The intended impact of ABLE includes:

- Reducing unnecessary harm to civilians
- Reducing unnecessary harm to officers
- Improving police / community relations
- Improving officer health and wellness
- Improving citizen satisfaction with CPD
- Improving officer job satisfaction
- Reducing the risk of officers losing their jobs
- Reducing the risk of lawsuits against CPD, the city, and individual officers

CPD adopted ABLE training in 2022 and the Georgetown ABLE project created refresher training which CPD will utilize in 2023.

Integrating Communication, Assessment, and Tactics (ICAT)

Integrating Communications, Assessment, and Tactics (ICAT)⁴ is a use of force training guide designed to fill a critical gap in training officers on how to respond to volatile situations in which the subjects are behaving erratically, and often dangerously, but do not possess a firearm. It was created through the Police Executive Research Forum, a nonprofit police research and policy organization that provides technical assistance on a number of law enforcement topics.

ICAT training focuses on key areas of decision-making and response. Goals of the training include providing or enhancing skills related to:

- critical decision-making

³ <https://www.law.georgetown.edu/cics/able/>

⁴ [https://www.policeforum.org/about-](https://www.policeforum.org/about-icats/)

[icats#:~:text=Integrating%20Communications%2C%20Assessment%2C%20and%20Tactics,do%20not%20possess%20a%20firearm.](https://www.policeforum.org/about-icats/)



- crisis recognition and management
- communication and teamwork
- de-escalation
- safe and effective tactics
- gaining voluntary compliance
- incident documentation

ICAT integrates these skills through video case studies and scenario-based training. Most importantly, ICAT reinforces CPD's highest priority, the sanctity of human life. CPD will incorporate ICAT into its 2023 use of force training program.

Constitutional Policing

In 2023, CPD will be introducing a new training course on constitutional policing. The emphasis of this training will be on Fourth Amendment (i.e., search and seizure) law and policy. Use of force is a way to effect a seizure, and Fourth Amendment stops often precede a use of force. For reasons outlined in this report, Fourth Amendment issues are extremely important to both the public and CPD. Topics of the Constitutional Policing Course include:

- civil and human rights
- legal and policy updates
- person and vehicle searches
- de-escalation
- community policing
- body-worn and in-car cameras
- documentation / report-writing

The Constitutional Policing Course training is expected to commence within the first half of 2023, and the goal is to have 95% of officers complete the training by year's end.

Training Community Advisory Committee

Moving forward, CPD looks forward to continued community engagement on use-of-force policies to ensure those policies reflect best practices and consider the lived experiences of community members. In addition to engagement on policy, the Training and Support Group utilized the Training Community Training Advisory Committee to review and provide feedback on the department's 2023 use-of-force training. Community perspective on CPD's use-of-force training, both with respect to content and methods of instruction, has been invaluable to the department. CPD looks forward to building on these partnerships moving forward so that the community is meaningfully involved in both policy development and training.

Officer Wellness

CPD understands that the physical, mental, and emotional health of its officers are critical to healthy and effective engagement with the community. Moreover, healthy officers are better equipped to effectively handle volatile, emotionally charged incidents on the street and de-escalate them.



CPD provides free and confidential programs for department members and their immediate families. CPD's Professional Counseling Division has established an Employee Assistance Program (with clinical therapists on staff), the Traumatic Incident Stress Management Program, Alcohol and Substance Abuse Services, the Police Chaplains Ministry, and the Peer Support Program (made up of specially trained fellow officers). Unfortunately, there can often be a stigma associated with mental health treatment in the law enforcement community. CPD is working to normalize conversations about mental health so that officers avail themselves of these services. Officer wellness not only benefits officers and their families, but it benefits the communities in which those officers serve because healthy officers function at a higher level and are more effective.

Analysis Summary

Leveraging insight from observations, patterns, and trends is a central tenet of CPD's operational plans moving forward, especially as it relates to constantly evaluating and improving use-of-force policy, training, and practices. As shown in this report, CPD has made significant progress with respect to its use-of-force policy, training, and operations. However, the landscape is constantly changing based on the most recent patterns and trends, evolving community expectations, best practices, and the law. CPD is focused on designing a sustainable, solid, yet flexible infrastructure surrounding use of force that allows it to adapt to these changes and continually move the department forward in improving operations, building community trust, and enhancing public safety. This requires the collective efforts of the community, CPD and its leadership, the Civilian Office of Police Accountability, the Police Board, the Public Safety Inspector General, and the Community Commission for Public Safety and Accountability. This collective effort not only benefits CPD as an organization, but, more importantly, it benefits the communities in which we all live because it ensures our police department is self-reflective, constantly improving, and operating at the highest levels possible.

For further details on use of force, firearm-pointing incidents, and foot pursuits, and to access a full copy of the department's 2022 Annual Use of Force Report, please visit <https://home.chicagopolice.org/statistics-data/statistical-reports/use-of-force-annual-reports/>.





Vehicle Pursuits and Eluding

Policy Overview

CPD policy and procedures related to vehicle pursuits and eluding are outlined in Department Directives S08-03, *Traffic Crash/Pursuit Review* (<http://directives.chicagopolice.org/#directive/public/6319>) and G03-03-01, *Emergency Vehicle Operations—Eluding and Pursuing*, (<http://directives.chicagopolice.org/#directive/public/6607>). The department utilizes the following definitions regarding motor vehicle pursuits and eluding:

Motor Vehicle Pursuit—*An active attempt by a sworn member operating an authorized emergency vehicle to apprehend any driver or operator of a motor vehicle who, having been given a visual and audible signal by the officer directing such driver or operator to bring his or her vehicle to a stop, fails or refuses to obey such direction, increases or maintains his or her speed, extinguishes his or her lights, or otherwise flees or attempts to elude the officer.*

Eluding—*when a motor vehicle pursuit is not initiated, eluding exists after a driver is issued a visual and audible signal to stop and, after a reasonable time to yield, the driver flees by doing any of the following: (1) increases speed; (2) takes evasive actions; or (3) refuses to stop. An eluding incident only occurs when the Department member deactivates all emergency equipment and stops following the other vehicle immediately after its driver refuses to pull over and flees.*

Review of Traffic Pursuits

The Traffic Review Board (TRB) investigates traffic pursuits that involve serious personal injury, significant property damage, a duration of more than three minutes, or pursuits that cross district or jurisdictional boundary lines (for a more detailed list and explanation, please see the aforementioned Department Directive S08-03, *Traffic Crash/Pursuit Review*).

TRB consists of a chairperson designated by the First Deputy Superintendent, the Commanding Officer of the Traffic Section (secretary), and exempt members of the Chicago Police Department (voting members). Bi-monthly, three TRB voting members convene with members from the Traffic Section to review vehicle pursuit incidents and serious department vehicle crashes. Traffic Section officers present a summary of each vehicle pursuit or traffic crash to the TRB voting members in attendance. The voting members then determine if the officers involved followed department policy.

Based on its review, TRB voting members recommend training or the appropriate progressive disciplinary action for officers not in compliance. After each meeting, the Traffic Section summarizes the findings of the vehicle pursuits reviewed and notifies the exempt commanding officer of each involved member. The exempt commanding officer is responsible for ensuring any training or discipline is administered.

Traffic pursuits resulting in no serious personal injury and no significant property damage (and which do not otherwise fit the criteria for review by the Traffic Review Board as outlined in department policy) are reviewed at the district level. Supervisors conduct a comprehensive review of the traffic pursuit incident and will initiate the disciplinary process or recommend training, as appropriate. Based on this review, and depending on the type of alleged policy violation, district supervisors may refer the incident investigation to the Bureau of Internal Affairs (BIA) or the Civilian Office of Accountability (COPA). COPA or BIA are



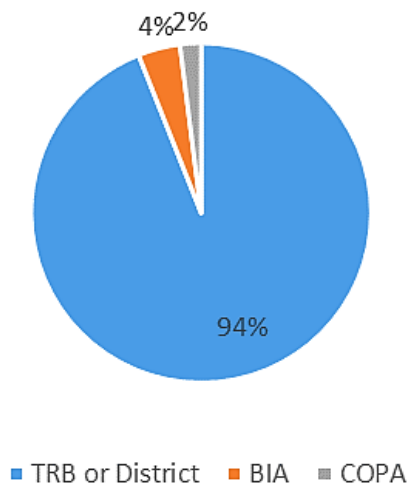
assigned to investigate vehicle pursuits when a complaint investigation is initiated against a department member for incidents deemed not in compliance with the pursuit policy, and they require an investigation beyond what TRB conducts. COPA also investigates any pursuits resulting in a fatality.

TRB is responsible for tracking and reporting on all TRB and district-reviewed traffic pursuits. **In 2022, there were 304 total traffic pursuits.** Of these pursuits, TRB or the district reviewed 287 (94%), the Bureau of Internal Affairs (BIA) reviewed 12 (4%), and the Civilian Office of Police Accountability (COPA) reviewed the remaining five (2%). There were four traffic pursuits associated with a fatality in 2022, up one from the previous year.

2022 Traffic Pursuits - Reviewing Body	Number of Pursuits	Percent of Total
TRB or District	287	94%
BIA	12	4%
COPA*	5	2%
Total	304	100%

**Includes four associated fatalities*

2022 Traffic Pursuits - Reviewing Body





The below table shows the number of pursuits initiated by each CPD unit in 2022, along with the percentage of those pursuits that were out of compliance with at least one provision of CPD's pursuit policy. The 11th District led the city in pursuits, followed by the 18th and 9th Districts. Department-wide, an average of 29% of pursuits were not in compliance with at least one provision of the policy.

Unit of Initiation (2022)	Number of Pursuits	Non-Compliant Pursuits	Percent of Non-Compliant Pursuits
1	19	6	32%
2	12	8	67%
3	8	1	13%
4	2	1	50%
5	19	5	26%
6	16	2	13%
7	8	5	63%
8	18	4	22%
9	24	6	25%
10	16	3	19%
11	27	14	52%
12	6	1	17%
14	14	1	7%
15	12	5	42%
16	9	2	22%
17	5	0	0%
18	25	6	24%
19	3	0	0%
20	1	0	0%
22	5	2	40%
24	6	1	17%
25	4	1	25%
50	1	0	0%
145	2	2	100%
189	2	0	0%
193	1	1	100%
196	1	0	0%
211	5	2	40%
212	2	1	50%
214	2	1	50%
602	1	1	100%
606	2	1	50%
610	1	0	0%
620	2	0	0%
630	1	0	0%
640	1	0	0%
650	2	0	0%
701	1	0	0%
716	1	1	100%
Total	287	84	29%

As shown in the below table, 84 of the 287 traffic pursuits resulted in a determination that at least one provision of the department's pursuit policy was violated during the pursuit. A total of 227 officers were



disciplined at the district level or by the TRB for violating policy, up 48% from the previous year. A single incident may result in multiple officers being disciplined. Furthermore, a pursuit may be compliant with the department's pursuit policy, but officers may still be disciplined for not adhering to policies not directly related to vehicle pursuits. For example, the biggest disciplinary issue arising from pursuits in 2022 was body-worn camera compliance. Members are required to initiate recording of their body-worn camera before a pursuit, even if the in-car camera is recording. In 2022, 154 (68%) of the 227 officers who were disciplined violated the department's body-worn camera policy.

Other violations related to the pursuit policy included:

- Pursuit was not allowed by department policy—48 instances
- Pursuing member did not apply the balancing test as required—34 instances
- Pursuing member did not notify the dispatcher as required—28 instances
- Pursuing member did not follow an order to terminate as required—18 instances

Additionally, 14 officers were recommended for training. Training consists of driving school, a review of department policy, or both. A recommendation for driving school is not considered disciplinary in nature.

Traffic Pursuit Three-Year Trends

The below table shows trends over the past three years that have been tracked by TRB. Compliance was approximately 10 percentage points lower in 2022 compared to the previous year, but the pursuit termination rate rose by nearly 23 percentage points, following a consistent trend over the past three years. The rate of accidents was fairly consistent, though injuries to pursued persons went down 17 percentage points after a spike in 2021.

2022 Traffic Pursuits - Results	Percent of Total (2020)	Percent of Total (2021)	Percent of Total (2022)
Total Pursuits In-Compliance	84%	81%	71%
Total Pursuits Non-Compliance	17%	19%	29%
Total Pursuits Terminated	40%	50%	73%
Total Pursuits Associated with an Accident	37%	41%	42%
Total Pursuits Associated with Fatalities	3%	1%	1%
Total Pursuits Associated with CPD Injuries	4%	5%	4%
Total Pursuits Associated with Injuries to Pursued	6%	25%	8%
Total Pursuits Associated with Injuries to Pedestrian	2%	1%	2%

Eluding Incidents

In addition to traffic pursuits, the department recorded 1,723 vehicle-eluding incidents in 2022 (incidents in which the driver fled after emergency equipment was activated, but the department member did *not* initiate a pursuit). This is an increase of 6% compared to 2021. Combining traffic pursuits and vehicle eluding incidents, there were 2,027 documented incidents in which drivers refused to stop for department members during traffic stops in 2022. Combined, this is up approximately 4% over the previous year. Of all of those documented fleeing incidents, department members initiated pursuits 15% of the time. is a 1.8 percentage point decrease compared to 2021.



Looking Ahead

CPD's highest priority is the sanctity and preservation of human life. By its very nature, a traffic pursuit can be dangerous for the pursued driver, members of the community, and the officers engaged in a pursuit. Officers are often forced to make very quick decisions on whether to engage in a vehicle pursuit or whether to continue that pursuit once it has been initiated. The balancing test can be challenging to apply in high-stress situations. Therefore, CPD has developed a course to help improve department members' decision-making abilities in these types of incidents.

The Emergency Vehicle Operations Course provides participants with basic knowledge and skills when deciding whether to engage or continue to engage in a pursuit of a fleeing vehicle. The course helps department members to conduct a balancing test to keep everyone as safe as possible and adhere to department policy. The participants will be presented with several "safer driving" techniques. The course also offers simulated, scenario-based driving events to train members to make sound decisions when choosing whether to initiate the pursuit of a fleeing vehicle. The participants will learn techniques that are nationally accepted standards and best practices. This course is scheduled to commence in 2023.





APPENDIX I: COMMUNITY AREA INDEX CRIME

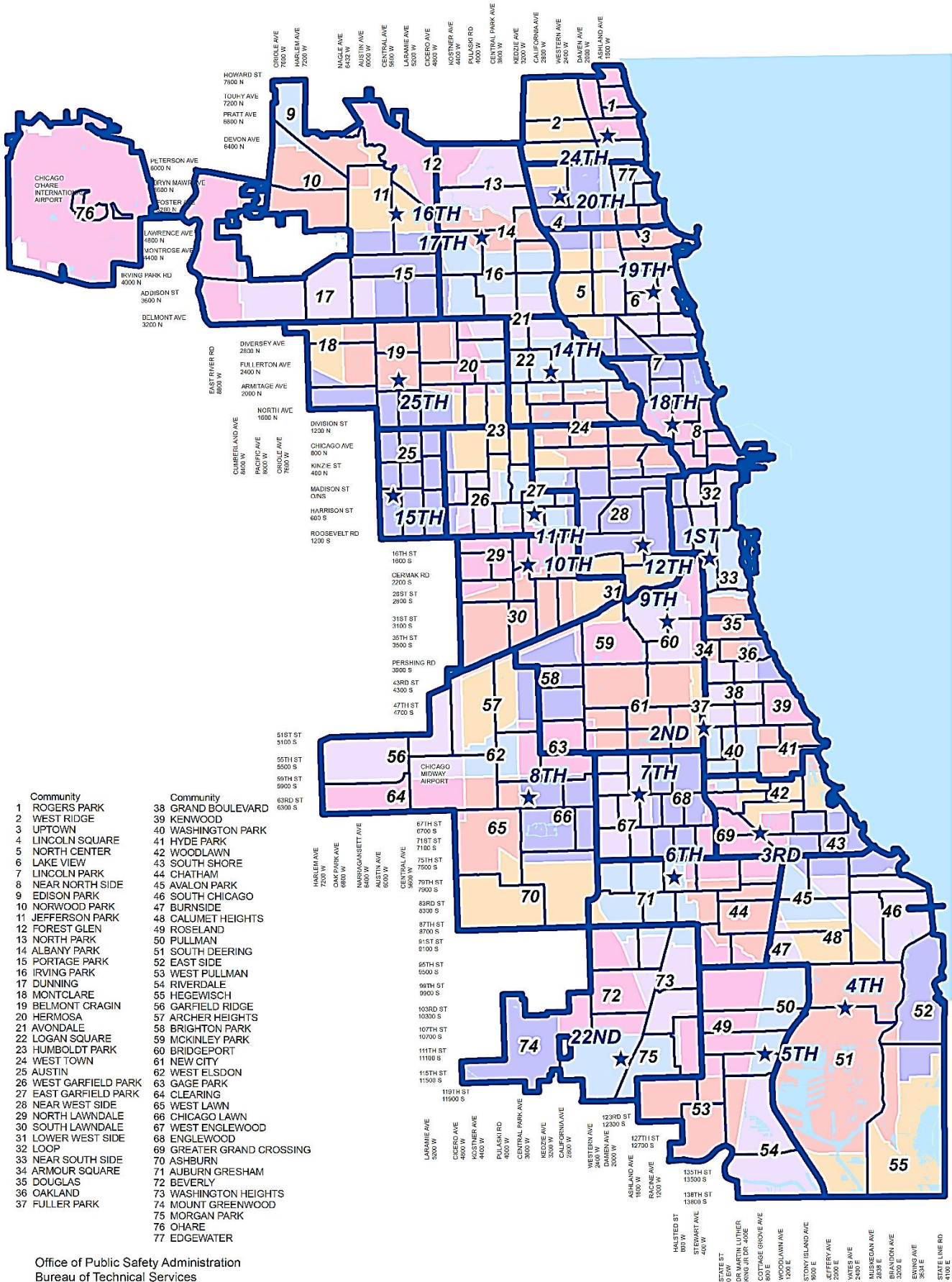
INDEX CRIME BY COMMUNITY AREA

The seventy-seven Chicago community areas were defined cooperatively by the U.S. Census Bureau and the University of Chicago Department of Sociology following the 1920 Census. Although there have been substantial changes in population and infrastructure since then, the community areas remain the most widely used geographic units by Chicago planning agencies, advocacy groups, and service providers.

The following pages show crime totals by community area. To group data by community area, crimes were geo-coded based on the address of occurrence and then plotted and extracted using a community area overlay map. As a result, the reader may note that the combined total by community area does not equal the actual total shown by the police district.

Community Area	2021	2022	% Change
1 Rogers Park	1,476	1,944	32%
2 West Ridge	1,208	1,748	45%
3 Uptown	1,327	1,912	44%
4 Lincoln Square	754	937	24%
5 North Center	475	725	53%
6 Lake View	2,505	3,273	31%
7 Lincoln Park	1,705	2,199	29%
8 Near North Side	4,155	5,838	41%
9 Edison Park	67	102	52%
10 Norwood Park	369	515	40%
11 Jefferson Park	314	446	42%
12 Forest Glen	168	227	35%
13 North Park	296	434	47%
14 Albany Park	784	940	20%
15 Portage Park	951	1,247	31%
16 Irving Park	975	1,238	27%
17 Dunning	547	531	-3%
18 Montclare	189	284	50%
19 Belmont Cragin	1,257	1,657	32%
20 Hermosa	462	580	26%
21 Avondale	716	989	38%
22 Logan Square	1,680	2,242	33%
23 Humboldt Park	2,051	2,423	18%
24 West Town	3,194	4,307	35%
25 Austin	4,244	5,051	19%
26 West Garfield Park	1,419	1,491	5%
27 East Garfield Park	1,280	1,528	19%
28 Near West Side	3,492	5,200	49%
29 North Lawndale	2,348	2,559	9%
30 South Lawndale	1,206	1,446	20%
31 Lower West Side	994	1,325	33%
32 Loop	3,034	4,620	52%
33 Near South Side	782	1,224	57%
34 Armour Square	494	586	19%
35 Douglas	951	1,348	42%
36 Oakland	219	354	62%
37 Fuller Park	231	283	23%
38 Grand Boulevard	1,067	1,574	48%
39 Kenwood	586	908	55%

Community Area	2021	2022	% Change
40 Washington Park	724	1,005	39%
41 Hyde Park	948	1,251	32%
42 Woodlawn	1,146	1,486	30%
43 South Shore	2,874	3,882	35%
44 Chatham	2,131	2,794	31%
45 Avalon Park	420	542	29%
46 South Chicago	1,378	1,863	35%
47 Burnside	115	157	37%
48 Calumet Heights	539	665	23%
49 Roseland	1,892	2,487	31%
50 Pullman	359	381	6%
51 South Deering	585	738	26%
52 East Side	334	439	31%
53 West Pullman	1,349	1,416	5%
54 Riverdale	383	473	23%
55 Hegewisch	220	243	10%
56 Garfield Ridge	582	783	35%
57 Archer Heights	312	448	44%
58 Brighton Park	644	848	32%
59 McKinley Park	294	411	40%
60 Bridgeport	483	729	51%
61 New City	1,279	1,605	25%
62 West Elsdon	283	351	24%
63 Gage Park	633	871	38%
64 Clearing	279	428	53%
65 West Lawn	511	770	51%
66 Chicago Lawn	1,694	2,065	22%
67 West Englewood	1,804	1,994	11%
68 Englewood	1,678	1,913	14%
69 Greater Grand Crossing	2,197	2,640	20%
70 Ashburn	658	818	24%
71 Auburn Gresham	2,192	2,605	19%
72 Beverly	271	415	53%
73 Washington Heights	921	1,387	51%
74 Mount Greenwood	150	185	23%
75 Morgan Park	635	778	23%
76 OHare	563	750	33%
77 Edgewater	1,142	1,436	26%
Unspecified	145	180	24%
Total	84,719	110,467	30%



- | | |
|-----------------------|---------------------------|
| 1 ROGERS PARK | 38 GRAND BOULEVARD |
| 2 WEST RIDGE | 39 KENWOOD |
| 3 UPTOWN | 40 WASHINGTON PARK |
| 4 LINCOLN SQUARE | 41 HYDE PARK |
| 5 NORTH CENTER | 42 WOODLAWN |
| 6 LAKE VIEW | 43 SOUTH SHORE |
| 7 LINCOLN PARK | 44 CHATHAM |
| 8 NEAR NORTH SIDE | 45 AVALON PARK |
| 9 EDISON PARK | 46 SOUTH CHICAGO |
| 10 NORWOOD PARK | 47 BURNSIDE |
| 11 JEFFERSON PARK | 48 CALUMET HEIGHTS |
| 12 FOREST GLEN | 49 ROSELAND |
| 13 NORTH PARK | 50 PULLMAN |
| 14 ALBANY PARK | 51 SOUTH DEERING |
| 15 PORTAGE PARK | 52 EAST SIDE |
| 16 IRVING PARK | 53 WEST PULLMAN |
| 17 DUNNING | 54 RIVERDALE |
| 18 MONTCLARE | 55 HEGEWISCH |
| 19 BELMONT CRAGIN | 56 GARFIELD RIDGE |
| 20 HERMOSA | 57 ARCHER HEIGHTS |
| 21 AVONDALE | 58 BRIGHTON PARK |
| 22 LOGAN SQUARE | 59 MCKINLEY PARK |
| 23 HUMBOLDT PARK | 60 BRIDGEPORT |
| 24 WEST TOWN | 61 NEW CITY |
| 25 AUSTIN | 62 WEST ELSDON |
| 26 WEST GARFIELD PARK | 63 GAGE PARK |
| 27 EAST GARFIELD PARK | 64 CLEARING |
| 28 NEAR WEST SIDE | 65 WEST LAWN |
| 29 NORTH LAWNDALE | 66 CHICAGO LAWN |
| 30 SOUTH LAWNDALE | 67 WEST ENGLEWOOD |
| 31 LOWER WEST SIDE | 68 ENGLEWOOD |
| 32 LOOP | 69 GREATER GRAND CROSSING |
| 33 NEAR SOUTH SIDE | 70 ASHBURN |
| 34 ARMOUR SQUARE | 71 AUBURN GRESHAM |
| 35 DOUGLAS | 72 BEVERLY |
| 36 OAKLAND | 73 WASHINGTON HEIGHTS |
| 37 FULLER PARK | 74 MOUNT GREENWOOD |
| | 75 MORGAN PARK |
| | 76 OHARE |
| | 77 EDGEWATER |

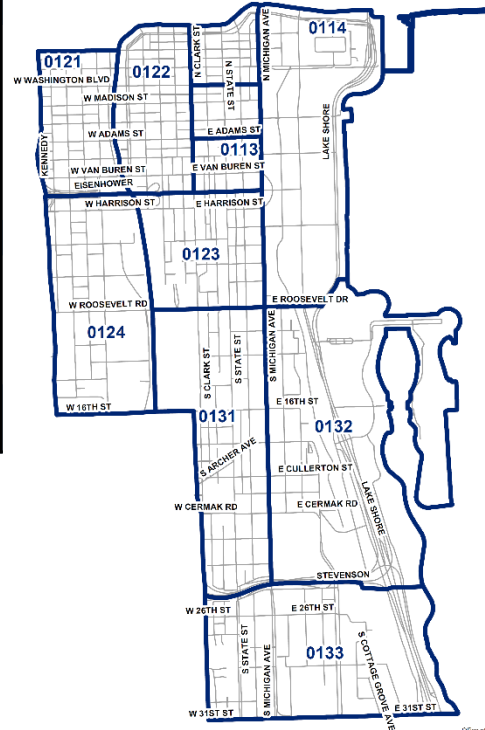
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APPENDIX I: DISTRICT INDEX CRIME

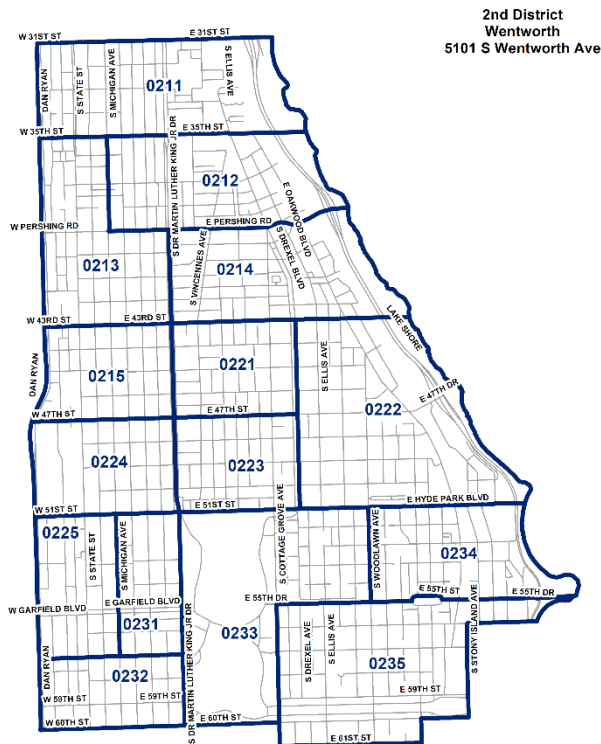
		1st District - Central		
		2021	2022	% Change
Violent Crime	Murder	7	20	186%
	Criminal Sexual Assault	85	70	-18%
	Robbery	361	421	17%
	Aggravated Assault	171	238	39%
	Aggravated Battery	230	245	7%
	Human Trafficking	0	1	NC
	Total	854	995	17%
Property Crime	Burglary	118	149	26%
	Theft	3,055	4,998	64%
	Motor Vehicle Theft	602	1,078	79%
	Arson	8	9	13%
	Total	3,783	6,234	65%
Total		4,637	7,229	56%

1st District Central
1718 S State St



Office of Emergency Management and Communications
Business Support Services
P.O. Box 4398
Chicago, IL 60640-0439

*Total violent Index Crime includes Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



2nd District Wentworth
5101 S Wentworth Ave

		2nd District - Wentworth		
		2021	2022	% Change
Violent Crime	Murder	39	31	-21%
	Criminal Sexual Assault	79	67	-15%
	Robbery	426	451	6%
	Aggravated Assault	343	355	3%
	Aggravated Battery	383	377	-2%
	Human Trafficking	0	1	NC
Total	1,270	1,282	1%	
Property Crime	Burglary	229	291	27%
	Theft	1,915	2,535	32%
	Motor Vehicle Theft	618	1,615	161%
	Arson	16	18	13%
	Total	2,778	4,459	61%
Total		4,048	5,741	42%

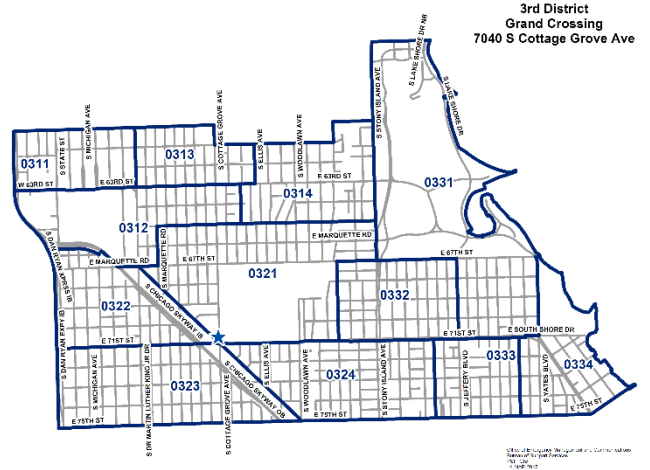
*Total violent Index Crimes includes Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.

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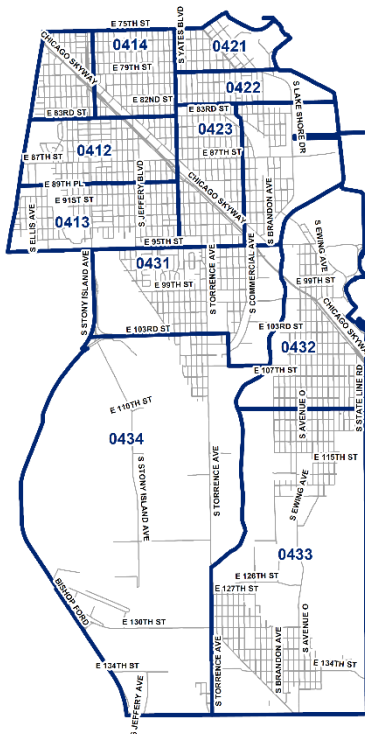


DISTRICT INDEX CRIME

		3rd District - Grand Crossing		
		2021	2022	% Change
Violent Crime	Murder	63	45	-29%
	Criminal Sexual Assault	85	94	11%
	Robbery	420	445	6%
	Aggravated Assault	519	486	-6%
	Aggravated Battery	642	559	-13%
	Human Trafficking	1	3	200%
	Total	1,730	1,632	-6%
Property Crime	Burglary	342	481	41%
	Theft	1,545	1,876	21%
	Motor Vehicle Theft	559	1,539	175%
	Arson	13	20	54%
	Total	2,459	3,916	59%
Total		4,189	5,548	32%



*Total violent Index Crime includes Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



4th District
South Chicago
2255 E 103rd St

		4th District - South Chicago		
		2021	2022	% Change
Violent Crime	Murder	44	49	11%
	Criminal Sexual Assault	113	75	-34%
	Robbery	461	497	8%
	Aggravated Assault	556	562	1%
	Aggravated Battery	734	648	-12%
	Human Trafficking	0	0	NC
	Total	1,908	1,831	-4%
Property Crime	Burglary	398	490	23%
	Theft	1,638	2,218	35%
	Motor Vehicle Theft	674	1,532	127%
	Arson	46	26	-43%
	Total	2,756	4,266	55%
Total		4,664	6,097	31%

*Total violent Index Crimes includes Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.

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 800 N. Dearborn Street
 Chicago, IL 60610
 312.437.3100



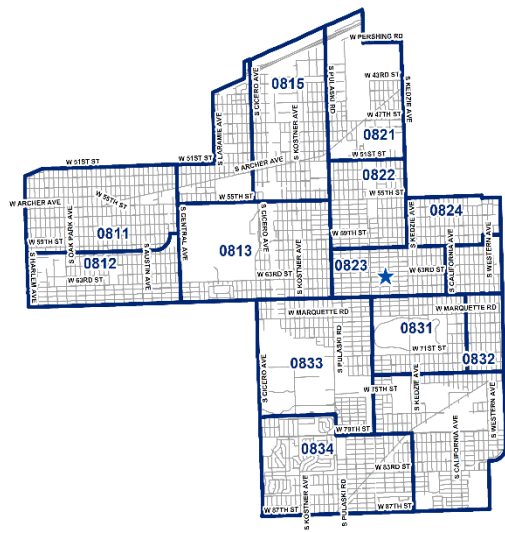
DISTRICT INDEX CRIME

		7th District - Englewood		
		2021	2022	% Change
Violent Crime	Murder	57	53	-7%
	Criminal Sexual Assault	79	92	16%
	Robbery	334	449	34%
	Aggravated Assault	575	491	-15%
	Aggravated Battery	717	563	-21%
	Human Trafficking	0	1	NC
	Total	1,762	1,649	-6%
Property Crime	Burglary	296	300	1%
	Theft	1,214	1,409	16%
	Motor Vehicle Theft	466	879	89%
	Arson	48	33	-31%
	Total	2,024	2,621	29%
Total		3,786	4,270	13%



7th District
Englewood
1400 W 63rd St

*Total violent Index Crimes include Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



8th District
Chicago Lawn
3420 W 63rd St

Office of Emergency Management & Community Services
Bureau of Targeted Services
Page 100
14 APR 2022

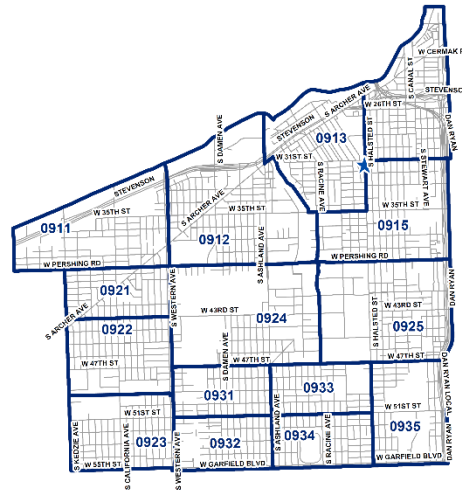
		8th District - Chicago Lawn		
		2021	2022	% Change
Violent Crime	Murder	39	28	-28%
	Criminal Sexual Assault	83	105	27%
	Robbery	454	529	17%
	Aggravated Assault	487	489	0%
	Aggravated Battery	419	394	-6%
	Human Trafficking	0	0	NC
	Total	1,482	1,545	4%
Property Crime	Burglary	512	595	16%
	Theft	2,133	2,976	40%
	Motor Vehicle Theft	618	1,166	89%
	Arson	42	36	-14%
	Total	3,305	4,773	44%
Total		4,787	6,318	32%

*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



DISTRICT INDEX CRIME

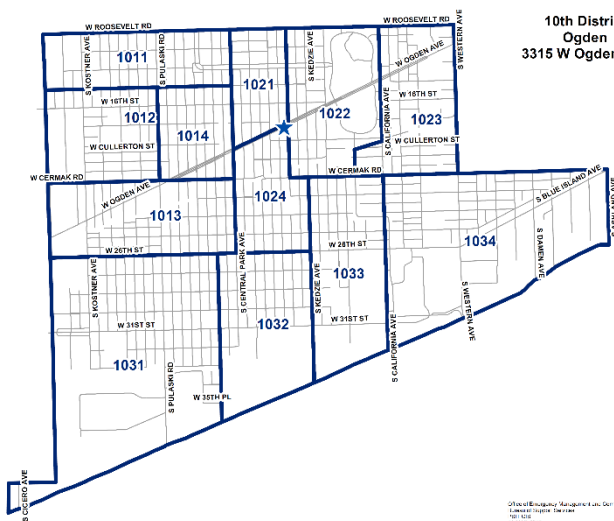
		9th District - Deering		
		2021	2022	% Change
Violent Crime	Murder	42	47	12%
	Criminal Sexual Assault	60	74	23%
	Robbery	431	553	28%
	Aggravated Assault	427	448	5%
	Aggravated Battery	423	407	-4%
	Human Trafficking	1	0	-100%
Total		1,384	1,529	10%
Property Crime	Burglary	318	368	16%
	Theft	1,371	2,011	47%
	Motor Vehicle Theft	468	677	45%
	Arson	16	16	0%
	Total	2,173	3,072	41%
Total		3,557	4,601	29%



9th District
Deering
3120 S Halsted St

Office of Strategic Management and Communications
Chicago Police Department
11/16/2022

*Total violent Index Crime includes Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



10th District
Ogden
3315 W Ogden Ave

Office of Strategic Management and Communications
Chicago Police Department
11/16/2022

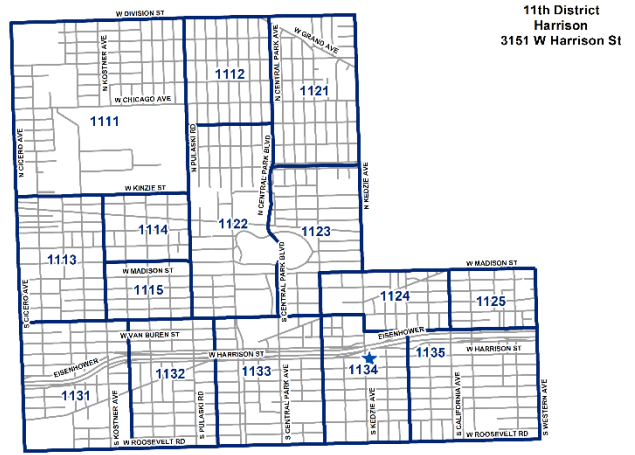
		10th District - Ogden		
		2021	2022	% Change
Violent Crime	Murder	65	44	-32%
	Criminal Sexual Assault	81	88	9%
	Robbery	421	479	14%
	Aggravated Assault	411	381	-7%
	Aggravated Battery	550	532	-3%
	Human Trafficking	0	1	NC
Total		1,528	1,525	0%
Property Crime	Burglary	205	180	-12%
	Theft	1,261	1,503	19%
	Motor Vehicle Theft	430	698	62%
	Arson	36	27	-25%
	Total	1,932	2,408	25%
Total		3,460	3,933	14%

*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



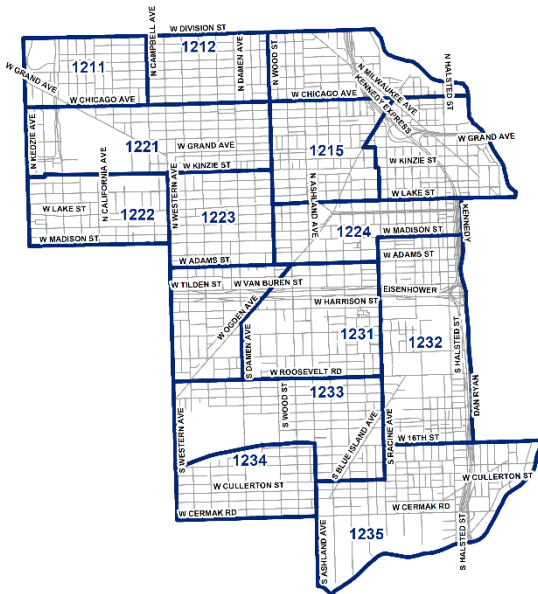
DISTRICT INDEX CRIME

		11th District - Harrison		
		2021	2022	% Change
Violent Crime	Murder	106	75	-29%
	Criminal Sexual Assault	98	101	3%
	Robbery	658	686	4%
	Aggravated Assault	459	429	-7%
	Aggravated Battery	853	705	-17%
	Human Trafficking	2	1	-50%
	Total	2,176	1,997	-8%
Property Crime	Burglary	270	283	5%
	Theft	1,360	1,656	22%
	Motor Vehicle Theft	599	1,132	89%
	Arson	60	36	-40%
	Total	2,289	3,107	36%
Total		4,465	5,104	14%



*Total violent Index Crime includes Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.

12th District
Near West
1412 S Blue Island Ave



		12th District - Near West		
		2021	2022	% Change
Violent Crime	Murder	38	30	-21%
	Criminal Sexual Assault	82	67	-18%
	Robbery	552	639	16%
	Aggravated Assault	287	303	6%
	Aggravated Battery	296	301	2%
	Human Trafficking	1	1	0%
Total	1,256	1,341	7%	
Property Crime	Burglary	344	476	38%
	Theft	3,226	4,664	45%
	Motor Vehicle Theft	767	1,367	78%
	Arson	15	27	80%
	Total	4,352	6,534	50%
Total		5,608	7,875	40%

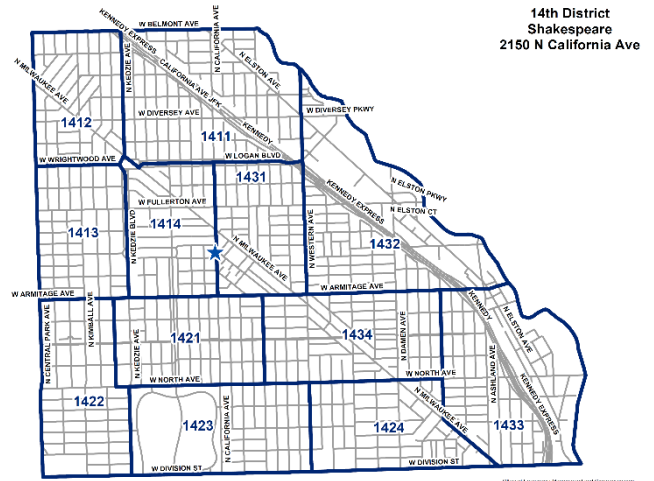
*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



DISTRICT INDEX CRIME

		14th District - Shakespeare		
		2021	2022	% Change
Violent Crime	Murder	13	12	-8%
	Criminal Sexual Assault	53	50	-6%
	Robbery	321	412	28%
	Aggravated Assault	180	155	-14%
	Aggravated Battery	150	129	-14%
	Human Trafficking	0	0	NC
	Total	717	758	6%
Property Crime	Burglary	315	338	7%
	Theft	2,001	2,745	37%
	Motor Vehicle Theft	305	629	106%
	Arson	8	11	38%
	Total	2,629	3,723	42%
Total		3,346	4,481	34%

*Total violent Index Crimes include Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



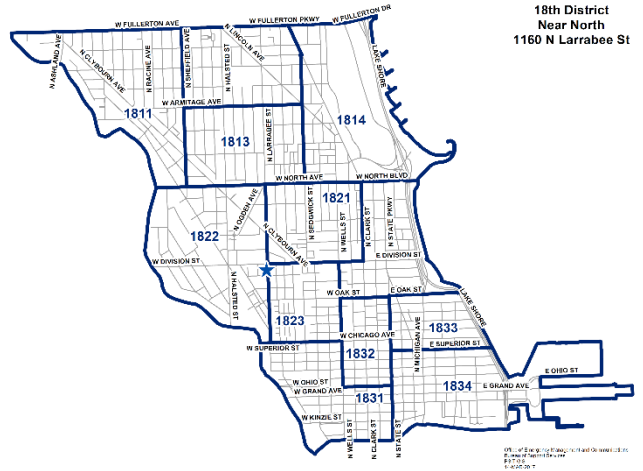
		15th District - Austin		
		2021	2022	% Change
Violent Crime	Murder	46	36	-22%
	Criminal Sexual Assault	54	74	37%
	Robbery	378	344	-9%
	Aggravated Assault	334	341	2%
	Aggravated Battery	453	340	-25%
	Human Trafficking	1	0	-100%
Total	1,266	1,135	-10%	
Property Crime	Burglary	224	186	-17%
	Theft	985	1,162	18%
	Motor Vehicle Theft	380	909	139%
	Arson	31	21	-32%
Total	1,620	2,278	41%	
Total		2,886	3,413	18%

*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



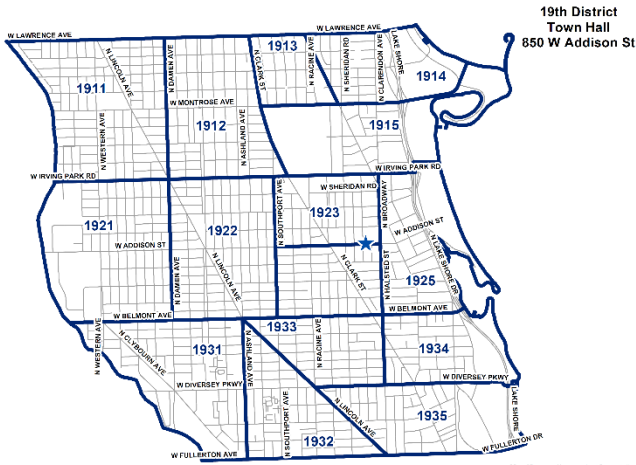
DISTRICT INDEX CRIME

		18th District - Near North		
		2021	2022	% Change
Violent Crime	Murder	8	15	88%
	Criminal Sexual Assault	148	160	8%
	Robbery	400	403	1%
	Aggravated Assault	138	167	21%
	Aggravated Battery	169	154	-9%
	Human Trafficking	0	2	NC
	Total	863	901	4%
Property Crime	Burglary	224	267	19%
	Theft	3,482	4,984	43%
	Motor Vehicle Theft	589	777	32%
	Arson	6	6	0%
	Total	4,301	6,034	40%
Total		5,164	6,935	34%



18th District
Near North
1160 N Larrabee St

*Total violent Index Crimes include Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



19th District
Town Hall
850 W Addison St

		19th District - Town Hall		
		2021	2022	% Change
Violent Crime	Murder	3	9	200%
	Criminal Sexual Assault	94	108	15%
	Robbery	342	393	15%
	Aggravated Assault	155	172	11%
	Aggravated Battery	161	163	1%
	Human Trafficking	0	0	NC
Total	755	845	12%	
Property Crime	Burglary	400	463	16%
	Theft	3,202	4,626	44%
	Motor Vehicle Theft	424	827	95%
	Arson	9	12	33%
	Total	4,035	5,928	47%
Total		4,790	6,773	41%

*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.

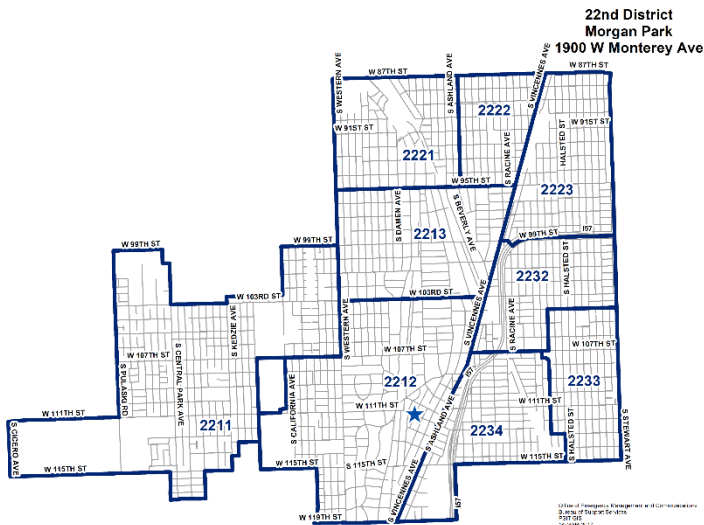


DISTRICT INDEX CRIME

		20th District - Lincoln		
		2021	2022	% Change
Violent Crime	Murder	3	4	33%
	Criminal Sexual Assault	42	55	31%
	Robbery	128	133	4%
	Aggravated Assault	99	108	9%
	Aggravated Battery	80	73	-9%
	Human Trafficking	0	0	NC
Total		352	373	6%
Property Crime	Burglary	161	190	18%
	Theft	1,190	1,482	25%
	Motor Vehicle Theft	115	253	120%
	Arson	5	5	0%
Total		1,471	1,930	31%
Total		1,823	2,303	26%



*Total violent Index Crimes Include Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



		22nd District - Morgan Park		
		2021	2022	% Change
Violent Crime	Murder	20	31	55%
	Criminal Sexual Assault	42	44	5%
	Robbery	188	267	42%
	Aggravated Assault	239	231	-3%
	Aggravated Battery	224	202	-10%
	Human Trafficking	0	0	NC
Total		713	775	9%
Property Crime	Burglary	225	305	36%
	Theft	1,119	1,431	28%
	Motor Vehicle Theft	374	914	144%
	Arson	19	18	-5%
Total		1,737	2,668	54%
Total		2,450	3,443	41%

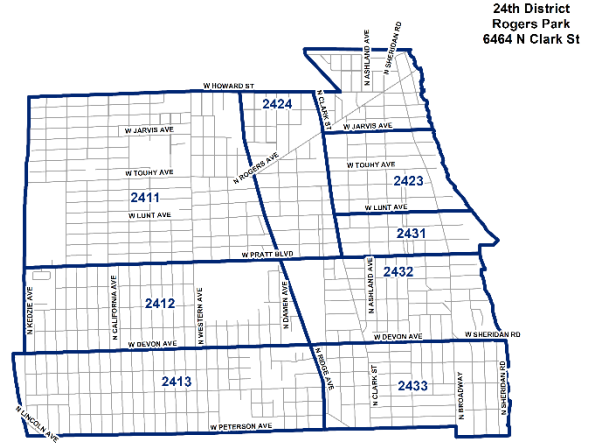
*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



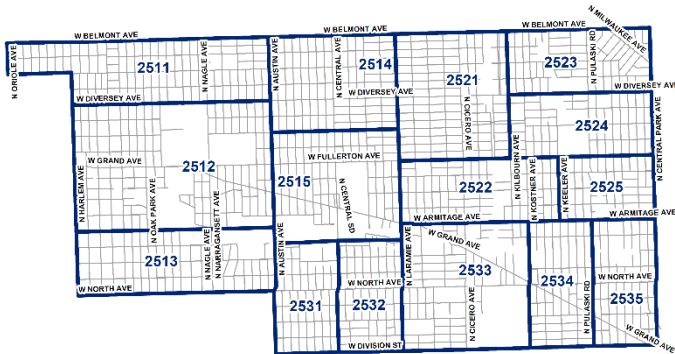
DISTRICT INDEX CRIME

		24th District - Rogers Park		
		2021	2022	% Change
Violent Crime	Murder	5	14	180%
	Criminal Sexual Assault	64	71	11%
	Robbery	295	288	-2%
	Aggravated Assault	132	179	36%
	Aggravated Battery	144	165	15%
	Human Trafficking	0	0	NC
	Total	640	717	12%
Property Crime	Burglary	227	309	36%
	Theft	1,809	2,417	34%
	Motor Vehicle Theft	281	544	94%
	Arson	13	14	8%
	Total	2,330	3,284	41%
Total		2,970	4,001	35%

*Total violent Index Crimes Include Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



25th District
Grand Central
5555 W Grand Ave



		25th District - Grand Central		
		2021	2022	% Change
Violent Crime	Murder	40	18	-55%
	Criminal Sexual Assault	88	103	17%
	Robbery	306	421	38%
	Aggravated Assault	330	388	18%
	Aggravated Battery	294	262	-11%
	Human Trafficking	1	0	-100%
Total	1,059	1,192	13%	
Property Crime	Burglary	363	319	-12%
	Theft	1,968	2,306	17%
	Motor Vehicle Theft	541	1,153	113%
	Arson	33	24	-27%
	Total	2,905	3,802	31%
Total		3,964	4,994	26%

*Total violent Index Crimes Includes: Criminal Homicide, Rape, Robbery, Aggravated Assault/Battery, and Human Trafficking.



APPENDIX II: COMMUNITY POPULATION BY DISTRICT

District	White	Hispanic	Black	Asian	Some Other Race	Total	% of Total
01	41,683	6,390	15,026	18,839	4,351	86,289	3%
02	18,069	5,331	69,370	7,983	4,602	105,355	4%
03	2,045	2,129	70,974	463	2,480	78,091	3%
04	7,111	35,420	70,554	263	2,741	116,089	4%
05	846	2,956	60,765	73	1,630	66,270	2%
06	424	2,203	82,442	104	1,989	87,162	3%
07	395	7,511	49,376	90	1,372	58,744	2%
08	35,033	166,347	42,840	3,151	3,182	250,553	9%
09	21,069	95,604	13,580	34,076	2,474	166,803	6%
10	4,035	70,596	31,418	403	1,389	107,841	4%
11	2,756	14,228	50,935	558	1,523	70,000	3%
12	63,437	36,233	21,593	13,456	5,787	140,506	5%
14	62,041	39,164	6,345	5,831	4,955	118,336	4%
15	997	7,087	49,086	103	1,076	58,349	2%
16	121,762	57,176	3,389	13,949	6,436	202,712	7%
17	54,955	55,535	5,363	18,014	5,587	139,454	5%
18	104,326	9,106	10,548	14,948	5,700	144,628	5%
19	154,655	22,776	13,526	16,410	10,554	217,921	8%
20	50,211	15,020	9,136	13,114	4,319	91,800	3%
22	32,287	5,019	56,774	397	2,734	97,211	4%
24	58,507	29,431	26,445	24,623	7,102	146,108	5%
25	26,663	134,189	27,819	3,496	3,305	195,472	7%
Total	863,307	819,451	787,304	190,344	85,288	2,745,694	
% of Total	31%	30%	29%	6.9%	3%		

Source: The Field Technology and Innovation Section, (FTIS). 2020 Census block boundaries were aligned with district boundaries. Then, 2020 Census data was used to tally population totals for each district.

Hispanic¹: This category includes White Hispanic and Black Hispanics.

Other Race²: This category includes instances when the person did not provided race information or persons who identified two or more race categories.



COMMUNITY FEEDBACK REMINDER

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CHICAGO POLICE DEPARTMENT
————— ★ ★ ★ ★ —————
CONSTITUTIONAL POLICING & REFORM



2022 Annual Report