



Fourth Quarter 2020

01 October – 31 December 2020



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2020, 4th Quarter | CPD BIA

Bureau of Internal Affairs
Fourth Quarter 2020

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Executive Summary

The Bureau of Internal Affairs is pleased to issue the Quarterly Report for the 4th quarter of 2020. Between October 1st and December 31st of 2020 BIA and the Chicago Police Department experienced emergency personnel mobilizations for the Halloween holiday and for the 2020 Presidential Election. BIA continued investigations and Consent Decree work through extended tours, cancelled days off and deployments to oversee potential mass arrest situations. During this quarter our Intake section processed over 1,000 log numbers referred by COPA.

In early October the Bureau of Internal Affairs refreshed our internal-facing website, updating information and adding a number of reference materials to be easily accessed by our Investigators and Accountability Sergeants. BIA personnel continued to update policy and compile other submissions, including our first-ever Quarterly Report, for the IMR-III reporting period. Additionally, another class of Accountability Sergeants and BIA Investigators was trained early in the quarter.

In Quarter 4 the total number of misconduct cases opened at BIA dipped slightly from the numbers generated during the civil unrest of Quarter 3; but those numbers remained significantly higher than the totals seen in the first half of 2020. The number of sworn affidavit override requests submitted by BIA Investigators also continued its upward trend from the 1st quarter of 2020. Investigators' caseloads are increasing while the Bureau seeks to assign Sergeants to replace senior Sergeants that have retired.

It continues to be an honor to lead the dedicated members of this Bureau as they conduct thorough misconduct investigations and work conscientiously toward Consent Decree compliance while facing the extraordinary challenges of 2020. Please ensure to check out our newly-created QR code, printed on the inner and back cover of this report, linking smartphone users directly to our public-facing website.



Karen Konow
Chief
Bureau of Internal Affairs
Chicago Police Department

Glossary of Terms

Glossary	
Accountability Sergeant	A Chicago Police Sergeant assigned to a district or unit that has completed Bureau of Internal Affairs training and investigates log numbers containing allegations that are less serious in nature against members assigned to their district/unit. Accountability Sergeant investigations are conducted in accordance with BIA policy and reviewed by BIA supervisors.
Administrative Closure	Action taken by the Intake Section of BIA to address complaints that do not fall within BIA policy for assignment to an investigator. Complainants with cases that are administratively closed are mailed a notification letter which offers alternative options for assistance.
Allegations	Formal written accusations of misconduct against a Department Member that are time, date, location and Member-specific. Allegations are written by the BIA Investigator or Accountability Sergeant and are formally presented (served) to an Accused Member prior to eliciting a Member's statement. A single complaint may contain multiple allegations.
Anonymous Complainant	A complainant whose identity is not known to COPA or BIA.
Body-worn camera or BWC	Audio-visual recording equipment that is worn affixed to an officer's person, uniform, or equipment, with the capability of capturing, recording, and storing audio and/or visual information for later viewing. (Consent Decree 733)
Case	A formally-initiated complaint received at BIA from COPA that is assigned to a BIA Investigator or Accountability Sergeant as a log number investigation.
Case Management System or CMS	An electronic case management system meeting, at a minimum, the requirements of the Consent Decree. (Consent Decree 734)
Category Code	A function of the CMS system that allows COPA or BIA personnel to broadly or more narrowly categorize misconduct alleged in a complaint.
Complainant	Any person, including a CPD member, who makes a Complaint against a CPD member. (Consent Decree 739)
Complaint	One or more allegations of misconduct reported to COPA, CPD, or OIG. (Consent Decree 740)
Consent Decree	United States District Court for the Northern District of Illinois Eastern Division; State of Illinois Vs. City of Chicago; Case No. 17-cv-6260; Judge Robert M. DOW Jr.
District	One of the geographic subdivisions designated by CPD, currently numbering 22 in total, which together cover the entirety of the City and are each led by a member of the command staff. (Consent Decree 749)
Final Disciplinary Decision	The final decision of the Superintendent or his or her designee regarding whether to issue or recommend discipline after review and consideration of the investigative findings and recommendations, including after any additional investigation conducted as a result of such review. (Consent Decree 755)

Final Disposition	The status of a misconduct investigation after the final disciplinary decision, and any grievance process, arbitration, Police Board proceeding, or appeal relating to the final disciplinary decision. (Consent Decree 756)
Intake Process	The system for processing all non-confidential complaints and administrative notifications by COPA. (Consent Decree 760)
Log Number	A number assigned to a complaint or administrative notification, linked with all phases of the administrative investigation and disciplinary recommendation, grievance process, arbitration, Police Board proceeding, and appeals therefrom. (Consent Decree 796)
Misconduct	Any violation of CPD policy or the law by a CPD member. (Consent Decree 767)
Misconduct Investigation	The administrative investigation of a complaint or an administrative notification that progresses past a preliminary investigation. (Consent Decree 768)
Objective Verifiable Evidence	Information based on facts that can be proven to be true by means of search such as analysis, measurement and observation. Examples include, but are not limited to: Department calendars and schedules, swiping reports, body worn camera video, in-car camera video systems, Police Computer Aided Dispatch (PCAD) messages, and GPS.
Self-Reported	Demographics (i.e. gender, race, age) as reported by the complainant, or by an Accused Member.
Sworn Affidavit	A sworn written statement against a sworn Department member by a non-Department member certifying that the statement is true and correct under penalties by law.
Sworn Affidavit Override	An action taken by the Chief, Bureau of Internal Affairs, or the Chief Administrator, Civilian Office of Police Accountability (COPA), when the standards defined by the appropriate collective bargaining agreement have been met to continue the investigation without the sworn affidavit requirement when objective, verifiable evidence exists and attempts to contact a complainant are unsuccessful or the complainant refuses to sign a Sworn Affidavit.
Unit	Any bureau, group, section, organizational segment, or other subset of CPD that is officially established within CPD's organizational structure and commanded by supervisory Department members. (Consent Decree 797)

Introduction

The Chicago Police Department's Bureau of Internal Affairs is pleased to present the Quarterly Report for the Fourth Quarter of 2020 (01 October through 31 December). This Quarterly Report is published in compliance with Paragraphs 550 and 551 of the Consent Decree. The purpose of this report is to provide transparency into the operations of the Bureau of Internal Affairs by publishing Bureau operational information and statistical data on misconduct investigations to the Independent Monitor, other governmental agencies, and, most importantly, members of the community. The Bureau of Internal Affairs is dedicated to ensuring that Chicago Police Department Members are held to the highest standards of ethical behavior and professional conduct. BIA will regularly publish comprehensive misconduct investigation data to demonstrate accountability and transparency, and to continue to build the trust and confidence of the community that we serve. **(Consent Decree 550)**

Mission of the Bureau of Internal Affairs

Our mission is "to ensure integrity and ethical conduct within the Department through leadership, education and accountability." The Members of BIA are committed to conducting complete and thorough investigations into allegations of misconduct against Chicago Police Department Members; within the parameters of Department Policy, applicable laws, and collective bargaining agreements between unions representing Department Members and the City of Chicago.

Investigations Conducted by BIA

The Bureau of Internal Affairs is responsible for coordinating and conducting investigations concerning allegations of misconduct and violation of Department Policy by Department Members. All formally initiated complaints of misconduct against Chicago Police Department Members are first sent to COPA (Civilian Office of Police Accountability) for review and assessment. COPA will refer complaints that are not under its investigative jurisdiction (as outlined in Chicago Municipal Code 2-78-120) to BIA, the Inspector General, or appropriate federal or local law enforcement agencies for investigation.

The Bureau of Internal Affairs coordinates and exercises supervision over disciplinary matters involving alleged or suspected violations of statutes, ordinances, and Department rules and directives; coordinates the assignment of log number investigations and serves as a repository for all Department records of log number investigations; conducts overt and covert field investigations; and is responsible for detecting corrupt practices involving Department members. The Bureau also coordinates with the Civilian Office of Police Accountability (COPA) on disciplinary matters that affect members and ensures the consistent administration of bargaining agreement rights for members represented by existing labor agreements.

Examples of investigations under BIA's responsibility include the following: criminal allegations, allegations arising from civil lawsuits, residency violations, medical roll abuse, racial profiling, Equal Employment Opportunity violations (EEOC), police impersonation, narcotic sales and trafficking, prison letter investigations, decertification of sworn peace officers and notice of disclosure/perjury. BIA Investigators and District Accountability Sergeants also investigate complaints of violations of Department Policy and Department Rules and Regulations (i.e. failure to identify, inadequate/failure to provide police service, neglect of duty, conduct unbecoming, etc.).

Structure of the Bureau of Internal Affairs

The Chicago Police Department's Bureau of Internal Affairs is commanded by a Chief who reports directly to the Superintendent of Police. The Chief is assisted by an Executive Officer the rank of Deputy Chief, as well as the Commander of the Confidential Investigations Section. As of May 2021 the Bureau of Internal Affairs is staffed by approximately 95 members, which includes Lieutenants, Sergeants, Detectives, Police Officers and Civilians. There are also approximately 70 trained Accountability Sergeants assigned to Districts and Units throughout the Department, conducting log number investigations in accordance with Bureau policy. In 2020, BIA handled intake of over 3,977 complaints referred from COPA.

The Bureau of Internal Affairs is comprised of three investigative divisions as well as five investigative support/auxiliary sections. The **Administrative Section** oversees operational needs of the Bureau at the direction of the BIA Chief. The **Intake/Analytical Section** is responsible for initial assessments of complaints received from COPA and the assignment of log number investigations to BIA Investigators or Accountability Sergeants. The three investigative divisions are the Investigations Division, Confidential Investigations Division, and the Accountability Investigations Division. The **Investigations Division** is further divided into General Investigations and Special Investigations. The **Confidential Investigations Division** is divided into the Confidential Investigations Section and the Medical Integrity Section. The **Accountability Investigations Division** is headed by a BIA Lieutenant who is responsible for monitoring and reviewing investigations conducted by Accountability Sergeants assigned to districts and units throughout the Department. The **Advocate Section** is headed by a BIA Lieutenant, an attorney, who serves as the Department Advocate and offers guidance on the application of policies and procedures for the disciplinary process. The **Records Section** is the repository for all log number investigative files. Finally, the **Consent Decree Compliance Section** is responsible for the development and training of Department Members in BIA matters, as well as overseeing the Bureau's continued efforts to achieve compliance with the Consent Decree.

The following tables illustrate the overall structure of the Bureau of Internal Affairs, beginning with the Investigative Divisions, their respective sections, and the investigative jurisdiction of each. The second table will highlight the investigative support/auxiliary sections of BIA and their corresponding responsibilities.

BIA Investigative Divisions				
Investigations Division		Confidential Investigations Division		
General Investigations	Special Investigations	Confidential Investigations Section	Medical Integrity Section	Accountability Investigations Division
<ul style="list-style-type: none"> • Drug or alcohol abuse • Rule Violations • Ordinance/Misdemeanor Violations • Follow up on arrests of Department Members • Complaints derived from Civil lawsuits filed against the Department and individual members • Investigations that involve more than one Department unit of assignment • Reassignments from outside units • Initial investigations that involve administering duty restrictions on a Department Member • Internet and Social Media investigations • Any other issue as assigned by the Chief or other BIA Exempt Member 	<ul style="list-style-type: none"> • EEOC complaints (i.e. protected class, sexual harassment, and hostile work environment) • Investigations where the accused is a Lieutenant or of higher rank • Any other sensitive issue as assigned by the Chief or any other BIA Exempt Member 	<ul style="list-style-type: none"> • Violation of local, state and federal laws • Narcotic sales and trafficking • Residency violations • Allegations of coercion • Financial crimes • Internet and social media investigations • Sexual crimes <i>(The Department will undertake best efforts to ensure that COPA has jurisdiction to conduct administrative investigations of allegations of sexual misconduct. COPA and BIA may jointly agree that BIA may conduct the administrative investigation into allegations of sexual misconduct when it is jointly determined that doing so avoids unnecessary disruption to the complainant. (Consent Decree 441,443))</i> • Any other investigation as directed by the Chief or an exempt Member of BIA 	<ul style="list-style-type: none"> • False reported injury • Working secondary employment while on the medical roll • Not following proper medical roll procedures or policies • Compliance with work restrictions • Irregularities with injury or sickness versus time on medical roll • Five or more medical events within a twelve-month period • Any other investigation as directed by the Chief or an exempt Member of BIA 	<ul style="list-style-type: none"> • BIA-trained Accountability Sergeants assigned to Districts and Units conduct log number investigations for less serious allegations involving violations of Department Rules and Regulations. • Investigations are conducted under the guidance of the BIA Accountability Lieutenant and in accordance with BIA Policies, subject to BIA approval.

BIA Investigative Support and Auxiliary Sections				
Administrative Section	Intake/Analytical Section	Advocate Section	Records Section	Consent Decree Compliance Section
<ul style="list-style-type: none"> Coordinates operational needs of the Bureau at the direction of the Chief, BIA. 	<ul style="list-style-type: none"> Coordinates intake of log numbers transferred from COPA. Communicates with complainants to gather further information. Assigns log numbers for investigation. 	<ul style="list-style-type: none"> Supervised by a Lieutenant, the BIA Department Advocate, an attorney who offers guidance regarding the application of policies and procedures on disciplinary issues. 	<ul style="list-style-type: none"> Repository for all Log Number investigative files. 	<ul style="list-style-type: none"> Develops and executes unit and department-level training in BIA subject matter. Assesses Bureau policy to maintain compliance with the Consent Decree.

Filing a Complaint

Anyone wishing to file a complaint against a Chicago Police Department Member may do so by phone, [online](https://chicagocopa.org/complaints) at chicagocopa.org/complaints, by mail, or in-person at a COPA or CPD facility. The City of Chicago's Office of the Inspector General also provides an [online](https://igchicago.org/contact-us/report-fraud-waste-abuse/fraud-or-corruption-report-form/) fraud, waste or abuse complaint form which may be submitted anonymously (<https://igchicago.org/contact-us/report-fraud-waste-abuse/fraud-or-corruption-report-form/>). **Complaints may be initiated by the identified complainants themselves, anonymously, or by a third party with knowledge of alleged misconduct.** The information provided by the complainant during initiation and the investigation is crucial to ensure accountability for a Department Member's actions. Complaints that are submitted anonymously, while certainly permitted, may hinder the investigator's ability to continue an investigation due to current collective bargaining agreements.

COPA, BIA and OIG Contact Information

COPA 1615 W. Chicago Avenue, 4th Floor
Chicago, IL 60622
(312) 743-COPA or TTY (312) 745-3598 chicagocopa.org

BIA 3510 S. Michigan Avenue (Public Safety Headquarters) *or any CPD facility*
Chicago, IL 60653
BIA: (312) 745-6310 <https://home.chicagopolice.org/>

City of Chicago, Office of the Inspector General (OIG)

740 N. Sedgwick, Suite 200

Chicago, IL 60654

24 Hour Hotline: (866) 448-4754 TTY: (773) 478-2066

reportcorruption@igchicago.org

igchicago.org

Complaint Intake and Assignment

All registered complaints are assigned a **log number**, which is a unique tracking number that remains with a complaint for its duration. A complainant will be provided with their log number at the time the complaint is made. All log numbers are initially routed to COPA, where the agency will evaluate whether the allegation(s) fall under its investigative jurisdiction. The complainant is able to track their complaint's status by calling COPA at 312-746-3609 or through COPA's case portal (<https://www.chicagocopa.org/data-cases/case-portal/>); alternatively, by calling BIA at (312)745-6310 or online at (<https://home.chicagopolice.org/statistics-data/data-dashboards/accountability-dashboard/>).

COPA will forward log numbers that do not meet their investigative jurisdiction to BIA for investigation. BIA's Intake Section will conduct a preliminary assessment of each log number upon arrival, communicate with complainants as needed, refine category codes or attempt to classify uncategorized alleged misconduct based on available information, and assign log number investigations (cases) to BIA Investigators and Accountability Sergeants for investigation. The Intake Section may also administratively close log numbers within BIA Policy (e.g. complaints that will be addressed by judicial/administrative hearing, duplicates, lack of information/unable to contact complainant, Accused is not a CPD Member) and will notify the Complainant of this decision and their ability to discuss re-opening the complaint.

Investigations

The Intake Section will assign log number investigations to BIA Investigators or Accountability Sergeants ("Investigators") in the Investigations Division, Confidential Investigations Division, or Accountability Investigations Division based on the misconduct alleged by the complaint and/or the rank of the Accused Member. Investigators will conduct a preliminary investigation to discover any and all objective verifiable evidence relevant to the complaint, including audio/video, physical evidence, arrest reports, photographs, GPS records, computer data, and witness interviews. Investigators will make reasonable attempts to contact the complainant to secure a signed sworn affidavit.

The Uniform Peace Officers' Disciplinary Act [50 ILCS 725/3.8(b)] requires that any person making an allegation of misconduct against a **sworn peace officer** sign an affidavit that certifies the affiant verily believes the allegation(s) is/are true and correct. If a person making the complaint did not actually witness the alleged misconduct, they must certify that they believe the facts in the

allegation are true. A signed Sworn Affidavit is required for investigations involving an accused **Sworn** Department member in all circumstances **except** the following: (1) allegation of criminal conduct, (2) violation of medical policy, (3) residency violation, (4) when the complainant is a Department or COPA Member, (5) when there is a Sworn Affidavit Override approved by the Chief Administrator of COPA/Chief of BIA. Absent a signed Sworn Affidavit, an Affidavit Override, or an exception listed above, the complaint will not reach an investigative finding. Sworn affidavits are **not required** for complaints against non-sworn, civilian Department Members (detention aides, police administrative aides, etc.). ***Please note that this Act was amended in 2021 and effective July 1st, 2021 the law will ban the sworn affidavit requirement for collective bargaining agreements entered into after that date.***

If an investigator is unable, after reasonable attempts, to secure a signed sworn affidavit but discovers objective, verifiable evidence of misconduct suggesting it is necessary and appropriate for an investigation to continue, that Investigator shall request a **Sworn Affidavit Override** for evaluation and approval by the BIA Chief. If approved, this request will then be submitted to the Chief Administrator of COPA for evaluation and approval. The Chief Administrator of COPA will provide an affidavit override if there is objective verifiable evidence suggesting it is necessary and appropriate, and in the interests of justice, for the investigation to continue. **(Consent Decree 463 a-c)**

Findings in Misconduct Investigations

A log number investigation in which a signed Sworn Affidavit or Affidavit Override has been obtained, or that falls under one of the exceptions is considered a **misconduct investigation** as defined by the Consent Decree. Upon conclusion of a full misconduct investigation, which will include preservation and evaluation of evidence, interviews of complainants and witnesses, the investigator will formulate specific allegations which will be formally served to the Accused Member(s) prior to obtaining the Member's statement. A single log number investigation may contain several allegations. Each allegation will result in one of the following findings:

Findings in Misconduct Investigations

Sustained	Where it has been determined that the allegation is supported by the evidence.
Not Sustained	Where it has been determined that there is insufficient evidence to prove the allegations.
Unfounded	Where it has been determined that an allegation is false or not factual.
Exonerated	Where it has been determined that the conduct described in the allegation occurred but is lawful and proper.

Alternative Finding Classification—No Sworn Affidavit/No Affidavit Override

No Affidavit	A classification used in place of a finding for a log number investigation in which a Sworn Affidavit is required but not obtained (i.e. no contact, no cooperation, refusal to cooperate etc.), where the preliminary investigation fails to uncover objective verifiable evidence of misconduct permitting a Sworn Affidavit override; effectively ending the investigation.
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Investigative Findings to Final Disposition

Upon completion of an investigation, investigators will determine findings for each allegation; and for sustained cases consider the Member's complimentary and disciplinary histories to recommend a penalty. This step is referred to as **"Investigative Findings and Recommendations."** Completed investigations with "Sustained," "Not Sustained," "Unfounded" and "Exonerated" findings for allegations are subject to review by members of the Command Staff, in a process called **Command Channel Review (CCR)**.

Investigations containing allegations that are **exonerated, unfounded or not sustained** will be reviewed by the Advocate Section and Command Staff through CCR. Once approved, these investigations will be closed by the Advocate Section. Complainants will receive notice of the resolution of their case, along with the contact information for the BIA Advocate section. Accused Department Members will also receive notice of the disposition of the investigation at this time.

Investigations containing **sustained** allegations will be reviewed by the Advocate Section and the Command Staff through CCR, and eventually by the BIA Chief. Investigations with sustained allegations in COPA cases will be reviewed by the Superintendent or his/her designee. When the Superintendent or the BIA Chief approve of the finding and penalty in a sustained misconduct investigation, this is referred to as the **"Final Disciplinary Decision."** Following this "Final Disciplinary Decision," Department Members will receive a notification and may accept the penalty, file a grievance, or request a review by the Police Board (for certain qualifying penalties). Upon acceptance of the penalty, resolution of grievances, decision by the Police Board, or appeal to court, the investigation is classified as **"Final Disposition."** At this point, the Advocate Section will notify the complainant that their complaint has resulted in a sustained finding against a Department Member. When CPD's Finance Division provides proof that the Member has served a suspension (if one has been given), the case will be closed.

Complainants may check the status of their complaints (by referencing their log number) at any time during the intake, investigation, or post-investigation processing phase by calling BIA at (312)745-6310 or online at (<https://home.chicagopolice.org/statistics-data/data-dashboards/accountability-dashboard/>). Administrative summary reports, containing information for completed BIA investigations resulting in findings, are located at <https://home.chicagopolice.org/administrative-summary-report-index/>.

Data Collection

Data presented in this report was queried from the CPD Data Warehouse, which only includes information from the CMS system. BIA began using the CMS system on February 11, 2019. Remaining cases in the previous system, Auto CR, are being closed out on a continual basis. Data sources and filters are available throughout this report in the notes below each table (unless indicated otherwise). All data presented in this report reflects investigations conducted by BIA Investigators and the District Accountability Sergeants. **(Consent Decree 551)**

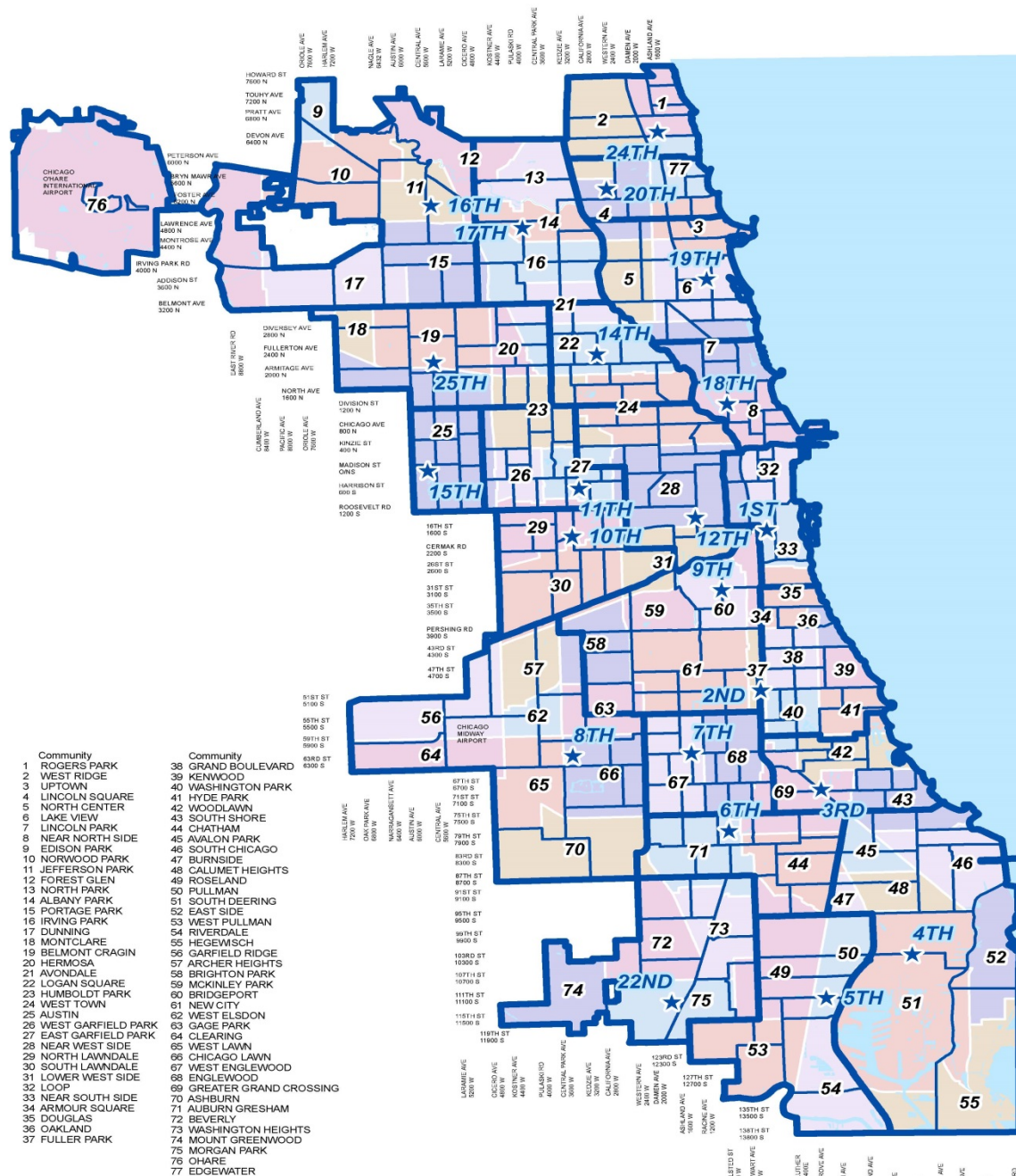
Chicago Police Department Districts, Beats and Community Areas



Chicago Police Department Districts, Beats and Community Areas

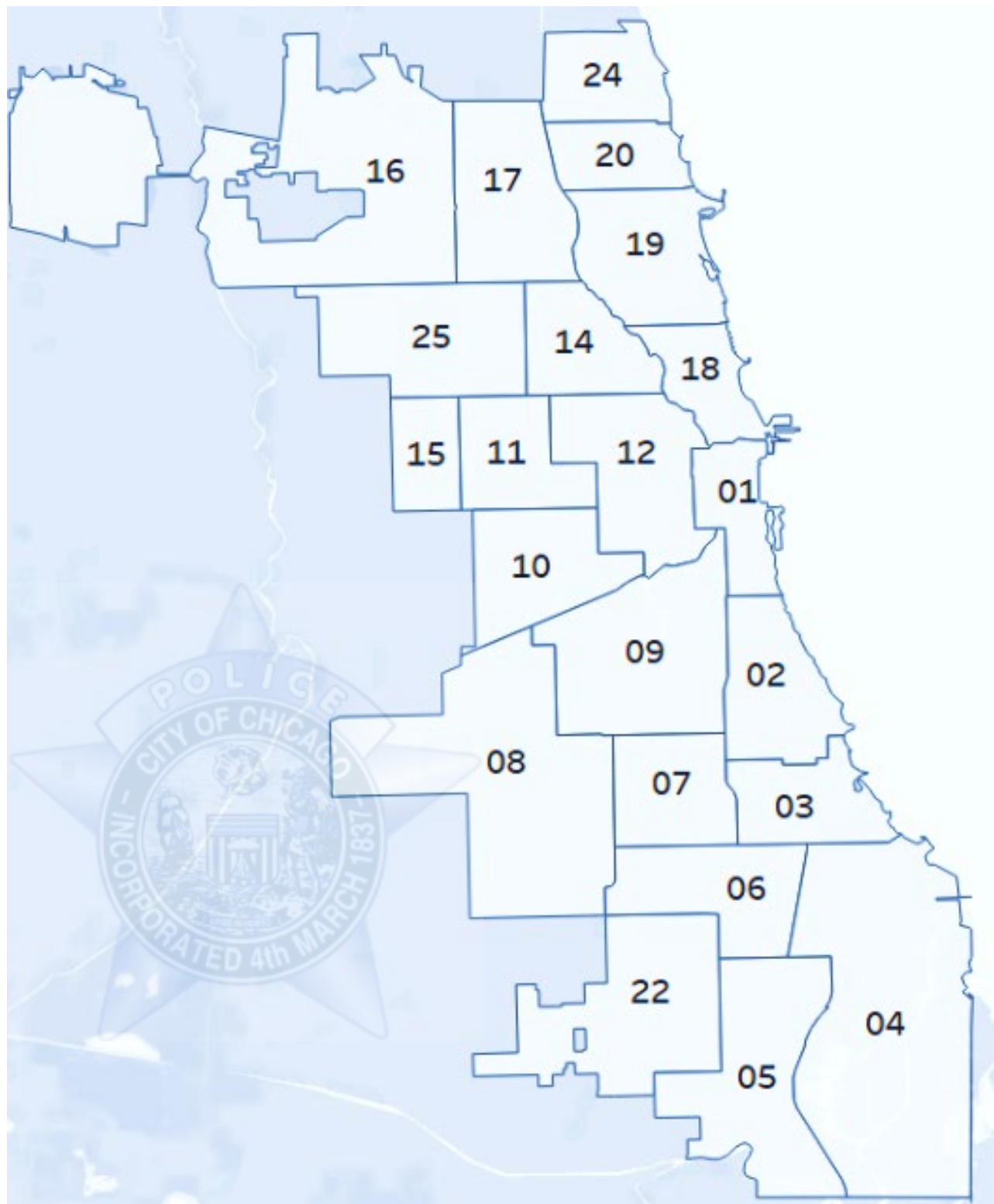


Lori E. Lightfoot, Mayor
David O Brown, Superintendent



Office of Public Safety Administration
Bureau of Technical Services
PSIT GIS
23-APR-2020

Chicago Police District Map



Quarter 4 Overview

The following table contains the current status (as of March 17th, 2021) of all Complaint Register and Information/Complaint log numbers received by BIA in Quarter 4. Of these **1,011** log numbers received from COPA, **522 (51%)** were opened as cases by BIA and assigned for investigation. **489 (48%)** of these log numbers were administratively closed. The specific reasons for administrative closure will be detailed in Table 2.

Table 1. Current Statuses of Complaint Register and Information/Complaint Log Numbers Received by BIA in Quarter 4

Record Status	Total Complaints
Administrative Closure Review	5
Administratively Closed	489
Advocate Review	1
Case Closure Processing	1
Case Final	97
Command Channel Review	6
Investigator Assignment	4
Under BIA Investigation	143
Under District Investigation	265
Total	1,011

¹ Current Record Status of Complaint Register and Information/Complaint log numbers received by CPD between 01 October 2020 and 31 December 2020.

² All figures related to pending complaints are preliminary and subject to further analysis and revision.

³ Data retrieved on 17 March 2021.

Table 2. Quarter 4 – Reasons for Administratively Closed Log Numbers

Reason	Total Administrative Closures
Accused is not a CPD member	131
Allegation is being investigated under another log number	65
Allegation does not constitute a violation of CPD directives and/or CPD Rules and Regulations	63

Refer the matter to another unit (not for complaint-register investigation, but as an FYI)	60
There is not enough information presently available to proceed with the investigation	45
Complaint Not Constituted or No Complaint	35
Administrative Notice of Violation (ANOV), traffic citation or parking citation and no allegations of misconduct	19
Non-Disciplinary Intervention	15
Complainant provided no contact information	10
Administrative Termination	10
Preliminary investigation revealed accused's actions in compliance with CPD directives and its Rules and Regulations	10
Complainant Unknown ³	7
Complaint to be (or was) adjudicated in criminal court because of arrest or summons	6
Incident addressed via Summary Punishment Action Request	6
COPA has declined to investigate a Taser discharge incident and the matter is being reviewed by the Force Review Unit	3
Allegation is being investigated by the Office of the Inspector General	2
Furnish the complainant with contact information to another City department (eg. CFD, OEMC, Finance)	1
Lack of Jurisdiction	1
Total	489

¹ Status Reason of Administratively Closed Complaint Register and Information/Complaint log numbers received by CPD between 01 October 2020 and 31 December 2020.

² Data retrieved on 17 March 2021.

³ Log number may be closed subject to accused member's rank and various arbitration awards.

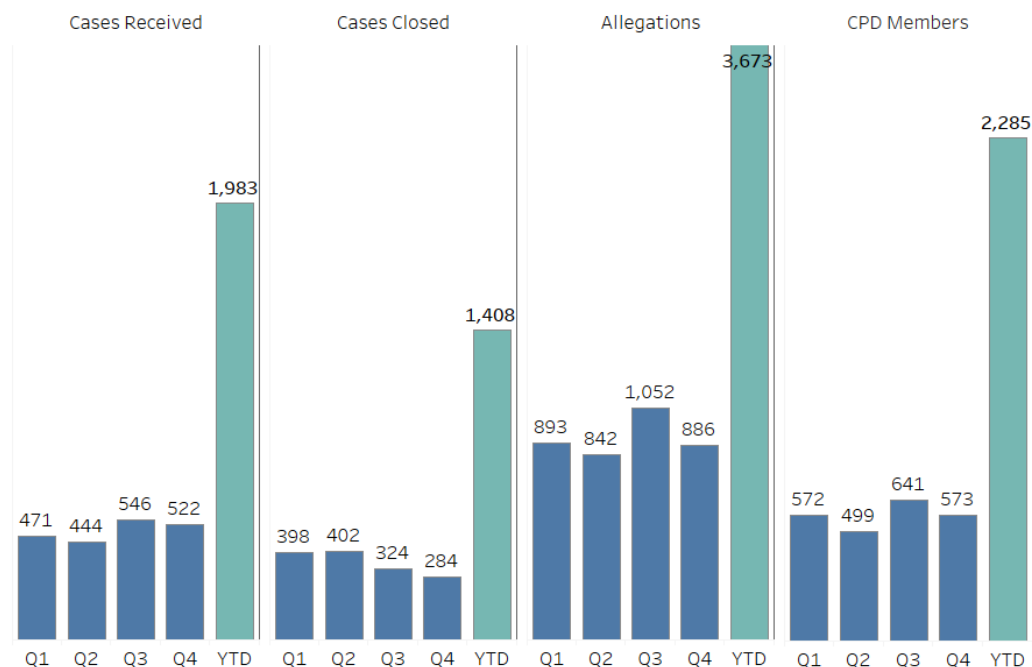
Quarter 4 Overview – Cases Opened, Closed, Allegations and Accused Members

The following table and chart reflect the total number of log number investigations (cases) opened and closed by CPD in the 1st, 2nd, 3rd and 4th Quarters of 2020 along with the year-to-date totals. The data shows that the number of cases opened at BIA (upon receipt from COPA), and corresponding numbers of allegations and identified accused CPD members **decreased from Q3 to Q4**.

Table 3. Cases Opened by BIA, Cases Closed by BIA, Allegations and Accused CPD Members

Q4 Case Overview	Quarter 1	Quarter 2	Quarter 3	Quarter 4	YTD
Cases Opened ¹	471	444	546	522	1,983
Cases Closed ²	398	402	324	284	1,408
Allegations ³	893	842	1,052	886	3,673
Identified Accused Members ⁴	572	499	641	573	2,285

BIA Case Data Overview (Q1-Q4-YTD)



¹ Complaint Register and Information/Complaint log numbers assigned to CPD in the case console; excluding administrative closures.

² Complaint Register and Information/Complaint log numbers closed by CPD in the case console; excluding administrative closures.

³ Allegations include those associated with identified and unknown accused members.

⁴ Identified accused members in Complaint Register and Information/Complaint log numbers assigned to CPD in the case console; excluding administrative closures.

⁵ All figures related to pending complaints are preliminary and subject to further analysis and revision.

⁶ Data retrieved on 17 March 2021.

Classification of Allegations

(Consent Decree 550-a)

For most log numbers, COPA will classify allegations of misconduct into a **category code** prior to transfer to BIA. BIA Intake will then classify uncategorized allegations into category codes upon receipt, or refine the category code based on information gathered from complainants. The following table contains classifications for allegations of misconduct (at intake) for BIA cases opened in Quarter 4. There were **522** cases opened containing **886** total allegations. Approximately **80%** of allegations contained in cases opened in Q4 were classified as **“Operation/Personnel Violations.”** A further breakdown of this classification category will be explained on the next page.

Table 4. Classification of Allegations

Category	Total	%
Operation/Personnel Violations	704	79.46%
Conduct Unbecoming Violations	63	7.11%
Crime Misconduct	31	3.50%
Civil Rights Violation	21	2.37%
Traffic (Not Bribery/Excessive Force)	19	2.14%
Verbal Abuse	17	1.92%
Arrest/Lockup Incidents	9	1.02%
Supervisory Responsibilities	6	0.68%
Medical Integrity	5	0.56%
Weapon Discharge	4	0.45%
Notifications	2	0.23%
Alcohol/Drug Abuse	2	0.23%
Excessive Force	1	0.11%
Drugs/Substance Abuse	1	0.11%
Bribery/Official Corruption	1	0.11%
Total	886	100%

¹ Allegations, associated with identified and unknown accused members, and listed in Complaint Register and Information/Complaint log numbers assigned to CPD in the case console; excluding administrative closures.

² All figures related to pending complaints are preliminary and subject to further analysis and revision.

³ Data retrieved on 17 March 2021.

Further Breakdown of Operation/Personnel Violations

Operation/Personnel Violations comprised approximately **80%** of primary allegation classifications for BIA cases opened in Quarter 4. The following table specifies the secondary classifications of Operation/Personnel Violations for the 4th quarter. Allegations of **“Conduct Unbecoming,” (29.1%) “Neglect of Duty” (28.7%)** and **“Inadequate/Failure to Provide Service,” (27.3%)** were the three most cited, identified Operation/Personnel subcategories. *Please note that in the CMS system “Conduct Unbecoming” is a primary category classification as well as a subcategory classification for Operation/Personnel Violations.*

Table 5. Subcategory Breakdown of Operation/Personnel Violations

Operation/Personnel Violations Subcategory	Total	%
Conduct Unbecoming	205	29.1%
Neglect of Duty	202	28.7%
Inadequate/Failure to Provide Service	192	27.3%
Reports	20	2.8%
Failure to Identify	17	2.4%
EEO Investigations	14	2.0%
Traffic Pursuit	9	1.3%
Null Field (Unidentified Sub-Category)	9	1.3%
Insubordination	8	1.1%
Slow/ No Response	7	1.0%
Misuse of Department Equipment/Supplies	5	0.7%
Leaving Assignment (District, Beat, Sector, Court)	5	0.7%
Workplace Violence	3	0.4%
Weapon	3	0.4%
Misuse of Department Records	2	0.3%
Employment Action - Shakman Decree	2	0.3%
Inventory Procedures - Non-Arrestee	1	0.1%
Total	704	100%

¹ Operation/Personnel Violation allegations, associated with identified and unknown accused members, and listed in Complaint Register and Information/Complaint log numbers assigned to CPD in the case console; excluding administrative closures.

² All figures related to pending complaints are preliminary and subject to further analysis and revision.

³ Data retrieved on 17 March 2021.

Complainant Demographic Information

(Consent Decree 550-a)

The following table presents complainant demographic information* for BIA cases opened in the Fourth quarter. The data below specifically contains a breakdown of all persons identified as a "Reporting Party" in the Case Management System (CMS). This data includes both CPD and non-CPD complainants. The data contained in the next section will filter this data to only complaints initiated by non-CPD members.

Table 6. Aggregate Complainant Demographic Data (CPD and Non-CPD)

Reporting Party Demographic	Asian/Pacific Islander	Black or African American	Hispanic	White	Other/Unknown	Total	% of Reporting Parties
Female	1	105	19	60	48	233	37.28%
Male	6	88	48	108	64	314	50.24%
Other/Unknown	0	4	0	2	72	78	12.48%
Total	7	197	67	170	184	625	100%
%	1.12%	31.52%	10.72%	27.20%	29.44%	100%	

¹ Complaint Register and Information/Complaint log numbers assigned to CPD in the case console; excluding administrative closures.

² Demographics reflect CPD and Non-CPD persons listed as a Reporting Party.

³ All figures related to pending complaints are preliminary and subject to further analysis and revision.

⁴ Data retrieved on 17 March 2021.

* Note—Unable to definitively determine if demographics are "self-reported," as some complaints are initiated in-person by a CPD Supervisor or COPA member, who may record a complainant's demographics based on perceived race/gender/age.

Civilian (Non-CPD) Complainant Demographics

The following table demonstrates the reported demographics (race and gender) of only non-CPD complainants in BIA cases opened during Quarter 4. Non-CPD Complainants reported as **Female** initiated **over 43%** of cases for the quarter, followed by **Males (39.5%)** and **Other/Unknown (17.3%)**. When broken down by race, the majority of non-CPD complainants are reported as **Other/Unknown (41.1%)**, followed by **Black or African American (34.4%)**, and **White (13.6%)**.

Table 7. Demographic Information of Civilian (Non-CPD) Complainants

Non-CPD Reporting Party	Asian	Black or African American	Hispanic	White	Other/Unknown	Total	%
Female	1	86	16	36	48	187	43.19%
Male	3	59	27	21	61	171	39.49%
Other/Unknown		4		2	69	75	17.32%
Total	4	149	43	59	178	433	100%
%	0.92%	34.41%	9.93%	13.63%	41.11%	100%	

¹ Complaint Register and Information/Complaint log numbers assigned to CPD in the case console; excluding administrative closures.

² Demographics Non-CPD persons listed as a Reporting Party.

³ All figures related to pending complaints are preliminary and subject to further analysis and revision.

⁴ Data retrieved on 17 March 2021.

Third Party and Anonymous Complainants

The following table contains the total number of unique complaints received from Third Party complainants (a party that was not directly involved or the recipient of the alleged misconduct) or from Anonymous complainants (complainants whose identity is not known) for Quarter 4. **55** complaints were initiated by **Anonymous** complainants, and **536** complaints were initiated by a **Third Party**.

Table 8. Quarter 3 - Number of Third Party and Anonymous Complaints
(Consent Decree 550-a)

Reporting Party	Q2 2020	Q3 2020	Q4 2020
Anonymous ¹	40	50	55
Third Party ²	354	486	536

¹ Complaint Register and Information/Complaint log numbers assigned to CPD that identify at least one non-CPD Reporting Party as Anonymous.

² Complaint Register and Information/Complaint log numbers assigned to CPD that identify at least one Reporting Party as Reporting Party – "Third Party."

³ All figures related to pending complaints are preliminary and subject to further analysis and revision.

⁴ Data retrieved on 17 March 2021.

Complaints Received From the Public by District or Unit of Assignment of Accused Member

The table below contains data for allegations contained in civilian complaints filed in Q4, filtered by the Unit of Assignment/Detail of the accused Member. The data in the following two charts (9 and 10) were filtered to include only those that included “**Civilian Complaint,**” or “**Civilian Web Complaint**” typed in the incident description.

Table 9. Quarter 4 Civilian Complaints (by Allegation) by Unit/District of Assignment of Accused Member

(Consent Decree 550-b)

District/Unit of Assignment ³	Allegation	Total Allegations
001 - 1ST DISTRICT - CENTRAL	Operation/Personnel Violations	12
	Traffic (Not Bribery/Excessive Force)	2
	Civil Rights Violation	1
	Crime Misconduct	1
	Verbal Abuse	1
	Total	17
002 - 2ND DISTRICT - WENTWORTH	Operation/Personnel Violations	7
	Civil Rights Violation	3
	Traffic (Not Bribery/Excessive Force)	1
	Supervisory Responsibilities	1
	Total	12
003 - 3RD DISTRICT - GRAND CROSSING	Operation/Personnel Violations	15
	Conduct Unbecoming Violations	2
	Crime Misconduct	2
	Total	19
004 - 4TH DISTRICT - SOUTH CHICAGO	Operation/Personnel Violations	29
	Conduct Unbecoming Violations	4
	Notifications	2
	Crime Misconduct	1
	Verbal Abuse	1
	Total	37

005 - 5TH DISTRICT - CALUMET	Operation/Personnel Violations	9
	Conduct Unbecoming Violations	3
	Medical Integrity	2
	Civil Rights Violation	1
	Total	15
006 - 6TH DISTRICT - GRESHAM	Operation/Personnel Violations	30
	Traffic (Not Bribery/Excessive Force)	2
	Conduct Unbecoming Violations	1
	Total	33
007 - 7TH DISTRICT - ENGLEWOOD	Operation/Personnel Violations	3
	Crime Misconduct	1
	Total	4
008 - 8TH DISTRICT - CHICAGO LAWN	Operation/Personnel Violations	21
	Conduct Unbecoming Violations	1
	Traffic (Not Bribery/Excessive Force)	1
	Total	23
009 - 9TH DISTRICT - DEERING	Operation/Personnel Violations	13
	Arrest/Lockup Incidents	2
	Traffic (Not Bribery/Excessive Force)	2
	Verbal Abuse	1
	Conduct Unbecoming Violations	1
	Total	19
010 - 10TH DISTRICT - OGDEN	Operation/Personnel Violations	6
	Traffic (Not Bribery/Excessive Force)	3
	Civil Rights Violation	3
	Crime Misconduct	3
	Total	15
011 - 11TH DISTRICT - HARRISON	Operation/Personnel Violations	21
	Civil Rights Violation	4
	Conduct Unbecoming Violations	3
	Traffic (Not Bribery/Excessive Force)	2

	Bribery/Official Corruption	1
	Total	31
012 - 12TH DISTRICT - NEAR WEST	Operation/Personnel Violations	5
	Total	5
014 - 14TH DISTRICT - SHAKESPEARE	Operation/Personnel Violations	4
	Conduct Unbecoming Violations	1
	Verbal Abuse	1
	Total	6
015 - 15TH DISTRICT - AUSTIN	Operation/Personnel Violations	9
	Civil Rights Violation	4
	Total	13
016 - 16TH DISTRICT - JEFFERSON PARK	Operation/Personnel Violations	3
	Total	3
017 - 17TH DISTRICT - ALBANY PARK	Operation/Personnel Violations	4
	Traffic (Not Bribery/Excessive Force)	1
	Total	5
018 - 18TH DISTRICT - NEAR NORTH	Operation/Personnel Violations	8
	Traffic (Not Bribery/Excessive Force)	1
	Total	9
019 - 19TH DISTRICT - TOWN HALL	Operation/Personnel Violations	10
	Traffic (Not Bribery/Excessive Force)	1
	Total	11
020 - 20TH DISTRICT - LINCOLN	Conduct Unbecoming Violations	1
	Total	1
022 - 22ND DISTRICT - MORGAN PARK	Operation/Personnel Violations	11
	Civil Rights Violation	3
	Total	14
024 - 24TH DISTRICT - ROGERS PARK	Operation/Personnel Violations	9
	Conduct Unbecoming Violations	4
	Total	13
025 - 25TH DISTRICT - GRAND CENTRAL	Operation/Personnel Violations	19
	Verbal Abuse	1

	Medical Integrity	1
	Total	21
044 - RECRUIT TRAINING SECTION (RTS)	Operation/Personnel Violations	2
	Total	2
050 - AIRPORT OPERATIONS - NORTH	Operation/Personnel Violations	1
	Total	1
051 - AIRPORT OPERATIONS - SOUTH	Operation/Personnel Violations	1
	Total	1
124 - TRAINING AND SUPPORT GROUP (TSG)	Operation/Personnel Violations	7
	Crime Misconduct	1
	Total	8
145 - TRAFFIC SECTION (TS)	Operation/Personnel Violations	1
	Conduct Unbecoming Violations	1
	Total	2
196 - ASSET FORFEITURE SECTION (AFS)	Operation/Personnel Violations	2
	Total	2
216 - DEPUTY CHIEF - CENTRAL CONTROL GROUP (CCG)	Operation/Personnel Violations	1
	Total	1
376 - ALTERNATE RESPONSE SECTION (ARS)	Operation/Personnel Violations	2
	Conduct Unbecoming Violations	1
	Crime Misconduct	1
	Total	4
441 - SPECIAL ACTIVITIES SECTION (SAS)	Operation/Personnel Violations	1
	Total	1
603 - ARSON SECTION (AS)	Operation/Personnel Violations	1
	Total	1
604 - FINANCIAL CRIMES SECTION (FCS)	Operation/Personnel Violations	1
	Total	1
610 - DETECTIVES - AREA 1	Operation/Personnel Violations	5
	Total	5
620 - DETECTIVES - AREA 2	Operation/Personnel Violations	4
	Conduct Unbecoming Violations	1

	Total	5
640 - DETECTIVES - AREA 4	Operation/Personnel Violations	1
	Total	1
650 - DETECTIVES - AREA 5	Operation/Personnel Violations	4
	Crime Misconduct	1
	Total	5
701 - PUBLIC TRANSPORTATION (PT)	Operation/Personnel Violations	3
	Total	3
715 - CRITICAL INCIDENT RESPONSE TEAM (CIRT)	Operation/Personnel Violations	12
	Total	12
716 - COMMUNITY SAFETY TEAM (CST)	Operation/Personnel Violations	9
	Arrest/Lockup Incidents	3
	Conduct Unbecoming Violations	2
	Total	14
UNKNOWN UNIT/UNKNOWN MEMBER	Operation/Personnel Violations	196
	Conduct Unbecoming Violations	18
	Traffic (Not Bribery/Excessive Force)	10
	Verbal Abuse	9
	Crime Misconduct	8
	Supervisory Responsibilities	2
	Civil Rights Violation	2
	Excessive Force	1
	Total	246
	Grand Total	641

¹ Allegations, associated with identified and unknown accused members, and listed in Complaint Register and Information/Complaint log numbers assigned to CPD, with "Civilian Complaint" or "Civilian Web Complaint" entered in the complaint incident description.

² Officer not identified, therefore Unit of Assignment/Detail not yet known.

³ Unit of Assignment/Detail reflects the unit the accused member was assigned/detailed to on the date the member was entered as an accused in the case management system.

⁴ All figures related to pending complaints are preliminary and subject to further analysis and revision.

⁵ Data retrieved on 17 March 2021.

Complaints Received From the Public Subcategorized by Classification of Allegations

The following table and chart contain the breakdown of allegation classifications for complaints initiated by members of the public (“civilians”) during Q4. Similar to the overall allegation categories chart mentioned previously, allegations of **“Operation/Personnel Violations”** were the most-reported allegation category (**78.3%**). Following those, **“Conduct Unbecoming”** violations (**6.9%**) and **Traffic (Not Bribery/Excessive Force)** (**4.06%**) were the 2nd and 3rd most reported. The data from Quarter 4 revealed **410** unique “Civilian” complaints containing a total of **641** allegations. The Operation/Personnel Violation subcategories will be identified in table 11.

Table 10. Quarter 4 Civilian-Initiated Complaints by Classification of Allegations
(Consent Decree 550-b)

Allegation - Category	Total	%
Operation/Personnel Violations	502	78.32%
Conduct Unbecoming Violations	44	6.86%
Traffic (Not Bribery/Excessive Force)	26	4.06%
Civil Rights Violation	21	3.28%
Crime Misconduct	19	2.96%
Verbal Abuse	14	2.18%
Arrest/Lockup Incidents	5	0.78%
Supervisory Responsibilities	3	0.47%
Medical Integrity	3	0.47%
Notifications	2	0.31%
Excessive Force	1	0.16%
Bribery/Official Corruption	1	0.16%
Total	641	100%

¹ Allegations, associated with identified and unknown accused members, and listed in Complaint Register and Information/Complaint log numbers assigned to CPD, with "Civilian Complaint" or "Civilian Web Complaint" entered in the complaint incident description. A total of 410 unique complaints account for these allegations.

² All figures related to pending complaints are preliminary and subject to further analysis and revision.

³ Data retrieved on 17 March 2021.

Subcategories of Quarter 4 Operation/Personnel Violation Allegations by Civilian Complainants

As mentioned above, a large majority of civilian-initiated allegations in Quarter 4 were categorized as "Operation/Personnel Violations." Below, that category is broken down into more specific subcategories as classified at intake. **Inadequate/Failure to Provide Service (35.3%), Conduct Unbecoming (33.3%)** and **Neglect of Duty (20.9%)** were the most-cited identified subcategories for this allegation category. *Please note, Conduct Unbecoming is a Primary Category as well as a subcategory of Operation/Personnel Violations in the CMS system.*

Table 11. Civilian Complaints Filtered by Classification of Allegations (Operation /Personnel Violations-Subcategories)
(Consent Decree 550-b)

Operation / Personnel Violations Subcategory	Total	%
Inadequate/Failure to Provide Service	177	35.26%
Conduct Unbecoming	167	33.27%
Neglect of Duty	105	20.92%
Failure to Identify	15	2.99%
Reports	11	2.19%
Null Field (Unidentified Sub-Category)	10	1.99%
Slow/ No Response	6	1.20%
Misuse of Department Records	3	0.60%
Misuse of Department Equipment/Supplies	3	0.60%
Traffic Pursuit	2	0.40%
Inventory Procedures - Non-Arrestee	2	0.40%
Political Activity	1	0.20%
Total :	502	100%

¹ Operation/Personnel Violation allegations, associated with identified and unknown accused members, and listed in Complaint Register and Information/Complaint log numbers assigned to CPD, with "Civilian Complaint" or "Civilian Web Complaint" entered in the complaint incident description.

² All figures related to pending complaints are preliminary and subject to further analysis and revision.

³ Data retrieved on 17 March 2021.

Number of Investigations Closed Based on the Absence of a Complainant Affidavit; BIA Requests to Obtain Sworn Affidavit Override

The following table demonstrates the number of investigations that were closed due to the absence of a complainant affidavit and the number of requests for sworn affidavit overrides that BIA submitted to COPA during the reporting period. Misconduct investigations that do not fall under an exception to the statutory Sworn Affidavit requirement and that produce no objective, verifiable evidence of misconduct will be closed out as **No Affidavit**. When a BIA Investigator or Accountability Sergeant discovers objective, verifiable evidence of misconduct during a preliminary investigation, he/she will submit a request for an Affidavit Override to the Chief of BIA, who will then forward the request to COPA. Currently available data reflects that **182** investigations were closed due to the lack of a signed complainant affidavit, and BIA submitted **11** requests for Sworn Affidavit Overrides to COPA in Quarter 4.

Table 12. No Affidavit Closures and Affidavit Override Requests

(Consent Decree 550-c-iv)

	Q1 2020	Q2 2020	Q3 2020	Q4 2020	Total
Closed—No Affidavit ¹	302	206	231	182	921
Requests to Obtain Sworn Affidavit Override	5	7	12	11	35

¹ This includes only LOG numbers closed as no affidavit in Quarter 4 and is acquired by taking distinct count of the LOG number field. The total number of ALLEGATIONS closed as no affidavit associated with identified accused members in Quarter 4 will be covered on page 38.

Average Time from Receipt of Complaint by BIA to the Next or Initial Contact with the Complainant

(Consent Decree 550-c-i)

Following the preliminary review of a log number referred by COPA, BIA's Intake Section generates a complainant contact letter (*intake investigation assigned letter, intake administrative closure letter and intake preliminary review letter*) containing further information that will be mailed or e-mailed to a complainant depending on the type of contact information provided. In Quarter 4 of 2020, BIA's Intake Section generated at least **748** of these letters within the CMS system. The average length of time between the case being assigned to BIA and the generation of the intake letter was **3.30 days**.

Average Processing Time Following Investigative Findings and Recommendations

(Consent Decree 550-c-ii, iii)

As discussed earlier in this report, an investigator's submission of a completed investigation is referred to as **Investigative Findings and Recommendations**. For purposes of this report, BIA has identified the date of "Investigative Findings and Recommendations" as the date in which the

investigation has been closed (all investigative review is complete—case manager, Lieutenant, Commander, Deputy Chief) and the case is moved to the Advocate section. This date is equivalent for both COPA and CPD cases. The **Final Disciplinary Decision** is the final decision of the Superintendent or his or her designee regarding whether to issue or recommend discipline after review and consideration of the investigative findings and recommendations, including after any additional investigation conducted as a result of such review. **Final Disposition** refers to the status of a misconduct investigation after the final disciplinary decision, and any grievance process, arbitration, Police Board proceeding, or appeal relating to the final disciplinary decision.

The following (3) reports represent the total number of cases that reached each specified stage of the disciplinary process within Quarter 4, 2020, as well as the average number of days to reach each of the stages detailed in this report. This report only encompasses cases with a sustained finding, and includes investigations from BIA, District and COPA (*except for the report detailing cases that have only reached investigative findings/penalty during the Quarter, where COPA is omitted*).

Report #1 – Final Disposition

- **(8)** total cases reached final disposition between **01 October 2020 – 31 December 2020**
- On average it took **537.2 days** from intake opened date to final disposition
- On average it took **75.6 days** from the final disciplinary decision to final disposition
- On average it took **101 days** from investigative findings and recommendations to final disposition
- On average it took **316.3 days** from BIA assignment to investigative findings and recommendations
- On average it took **87.4 days** from COPA intake to BIA assignment

Report #2 – Final Disciplinary Decision

- **(103)** total cases reached final disciplinary decision between **01 October 2020 – 31 December 2020**
- On average it took **383.01** days from BIA assignment date to final disciplinary decision
- On average it took **169.48 days** from investigative findings and recommendations to final disciplinary decision
- On average it took **26.92 days** from COPA intake to BIA assignment

Report #3 – Recommended findings and Penalty

- **(84)** total cases reached investigative findings and recommendations between **01 October 2020 – 31 December 2020**
- On average it took **308.13 days** from BIA assignment date to investigative findings and recommendations
- On average it took **3 days** from COPA intake to BIA assignment

Outcomes of Administrative Investigations

Completed misconduct investigations will produce findings of “**Sustained**,” “**Not Sustained**,” “**Unfounded**,” or “**Exonerated**” for each allegation specified therein. The following table demonstrates the investigative findings for allegations contained within misconduct investigations closed in the 4th Quarter, 2020.

Table 13. Q4 Allegations with Findings of Sustained, Not Sustained, Exonerated and Unfounded

(Consent Decree 550-d)

Finding	Total	%
Sustained	37	20.3%
Not Sustained	72	39.6%
Unfounded	64	35.2%
Exonerated	7	3.8%
Unknown	2	1.1%
Total	182	100%

¹ Allegation findings, associated with identified and unknown accused members, listed in Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final in Quarter 4 (01 October 2020 - 31 December 2020).

² Data retrieved on 17 March 2021.

Recommended Disciplinary and Non-Disciplinary Penalties for Sustained Allegations in Reporting Period

(Consent Decree 550-d, e)

The following table captures the disciplinary penalties recommended for Accused Members with sustained allegations following misconduct investigations closed in Quarter 4. For this reporting period, **11%** of sustained allegations resulted in a **non-disciplinary penalty** (the Member will have a sustained allegation with a penalty of “Violation-Noted” in their disciplinary history) and **77%** resulted in a **disciplinary penalty** (suspension, separation or written reprimand). Please note—the number of penalties will not match the number of sustained allegations as there may be multiple sustained allegations in one misconduct investigation **which will yield only one penalty.**

Table 14. Q4 - Aggregate Data on Discipline

Penalty	Total	%
Reprimand	5	55.5%
Suspension	1	11.1%
Non-Disciplinary	1	11.1%
Separation	1	11.1%
Unknown	1	11.1%
Demotion	0	0%
Termination	0	0%
TOTAL	9	100%

¹ Penalties associated with Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final in Quarter 4 (01 October 2020 - 31 December 2020).

² Data retrieved on 17 March 2021.

Grievance Proceedings, Arbitration, Settlements and Police Board Hearings **(Consent Decree 550-F)**

This section contains the number of sustained cases that were subject to grievance proceedings by the Accused Member; the number of cases that proceeded before the Police Board; the number of cases that proceeded to arbitration; and the number of cases that were settled prior to a full evidentiary hearing (arbitration or Police Board) during the reporting period.

Table 15. Grievance Proceedings

Grievance Proceedings Q-4 01 October 2020 -31 December 2020	Total
Number of Cases Grieved ¹	45
Number of Cases That Proceeded Before The Police Board (by PB Decision Date) ²	6
Number of Cases Proceeded To Arbitration ¹	0
Number of Cases Settled Prior To Evidentiary Hearing ^{1,2}	0

¹ Source: CPD Labor Relations Division

² Source: "Data" from https://www.chicago.gov/city/en/depts/cpb/provdrs/police_discipline.html

Table 16. Police Board Decisions

Police Board Decisions (Quarter 4)¹	Total
Charges Withdrawn (Resigned from CPD)	2
Guilty – Discharged from CPD	2
Guilty – Suspended (30 days)	1
Guilty – Suspended (180 days)	1

¹ Source: "Data" from https://www.chicago.gov/city/en/depts/cpb/provdrs/police_discipline.html

Outcomes of Misconduct Investigations by Classifications of Allegations, by Race, Gender and Age of Accused Member **(Consent Decree 550-G)**

Investigations closed in CMS during Quarter 4 **with identified accused members** contained a total of **401** allegations with findings of **Sustained, Not Sustained, Unfounded, Exonerated**, or closed as **No Affidavit**.

Investigations closed in Quarter 4 yielded **Sustained** findings for **37 (9.2%)** allegations. There were **Not Sustained** findings for **49 (12.2%)** allegations. A finding of **Unfounded** was determined for **63 allegations (15.7%)**; and **Exonerated** in **7 allegations (1.7%)**. An alternative finding of **No Affidavit** was determined for **245 allegations (61.1%)**.

The following pages break down the total number of allegations by outcome (finding), then by classification of allegation, and further by the race, gender and age of the Accused Member. **The totals reflected in Tables 12 and 13 of this report will differ from the following tables which only include allegations that are associated with an identified accused member.**

Data Notes for Following Tables (pp 33-37)

¹ Allegation findings, associated with identified accused members, listed in Complaint Register and Information/Complaint log numbers assigned to CPD that were closed (Case Final) in Quarter 4 (01 October 2020 - 31 December 2020).

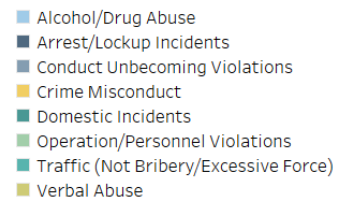
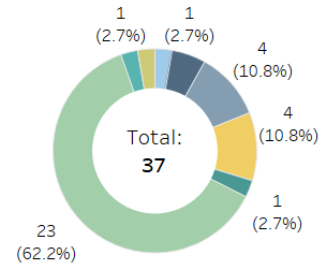
² Allegations, associated with identified accused members, listed in Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final / No Affidavit in Quarter 4 (01 October 2020 - 31 December 2020).

³ Data retrieved on 17 March 2021.

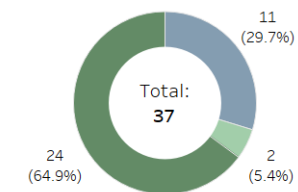
Sustained Allegations

Total Amount of Sustained Allegations¹ = 37

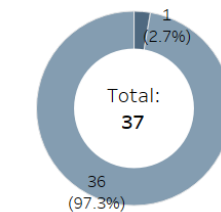
Classification of Allegation	Total	%
Operation/Personnel Violations	23	62.16%
Crime Misconduct	4	10.81%
Conduct Unbecoming Violations	4	10.81%
Arrest/Lockup Incidents	2	5.41%
Verbal Abuse	1	2.70%
Traffic (Not Bribery/Excessive Force)	1	2.70%
Domestic Incidents	1	2.70%
Alcohol/Drug Abuse	1	2.70%



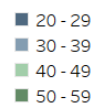
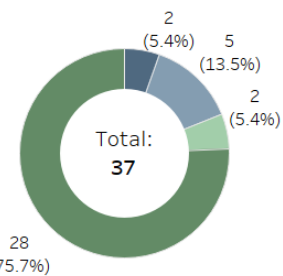
Race	Total	%
White	24	64.86%
Black	11	29.73%
Hispanic	2	5.41%



Gender	Total	%
Male	36	97.30%
Female	1	2.70%



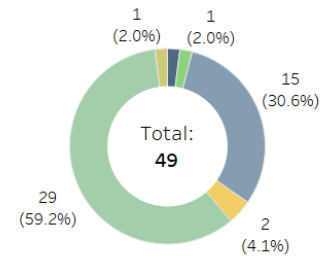
Age	Total	%
50 - 59	28	75.68%
30 - 39	5	13.51%
40 - 49	2	5.41%
20 - 29	2	5.41%



Not Sustained Allegations

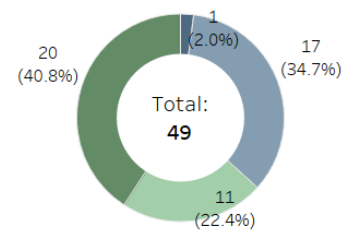
Total Amount of Not Sustained Allegations¹ = 49

Classification of Allegation	Total	%
Operation/Personnel Violations	29	59.18%
Conduct Unbecoming Violations	15	30.61%
Crime Misconduct	2	4.08%
Verbal Abuse	1	2.04%
Coercion	1	2.04%
Arrest/Lockup Incidents	1	2.04%



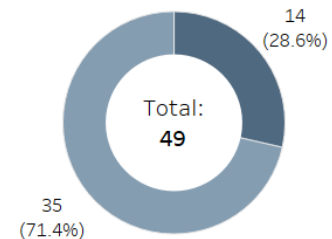
■ Arrest/Lockup Incidents
 ■ Coercion
 ■ Conduct Unbecoming Violations
 ■ Crime Misconduct
 ■ Operation/Personnel Violations
 ■ Verbal Abuse

Race	Total	%
White	20	40.82%
Black	17	34.69%
Hispanic	11	22.45%
Asian/Pacific Islander	1	2.04%



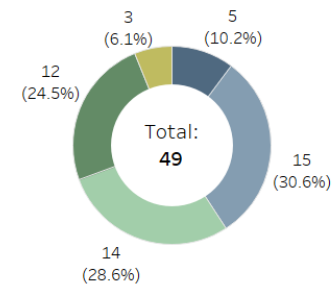
■ Asian/Pacific Islander
 ■ Black
 ■ Hispanic
 ■ White

Gender	Total	%
Male	35	71.43%
Female	14	28.57%



■ Female
 ■ Male

Age	Total	%
30 - 39	15	30.61%
40 - 49	14	28.57%
50 - 59	12	24.49%
20 - 29	5	10.20%
60 and above	3	6.12%

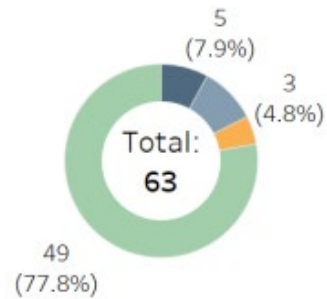


■ 20 - 29
 ■ 30 - 39
 ■ 40 - 49
 ■ 50 - 59
 ■ 60 and above

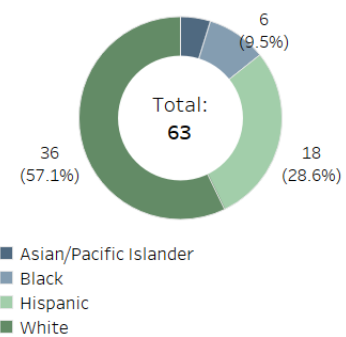
Unfounded Allegations

Total Amount of Unfounded Allegations¹ = 63

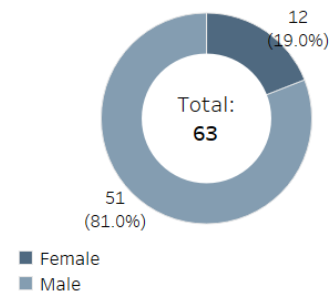
Classification of Allegation	Total	%
Operation/Personnel Violations	49	77.78%
Conduct Unbecoming Violations	6	9.52%
Arrest/Lockup Incidents	5	7.94%
Crime Misconduct	3	4.76%



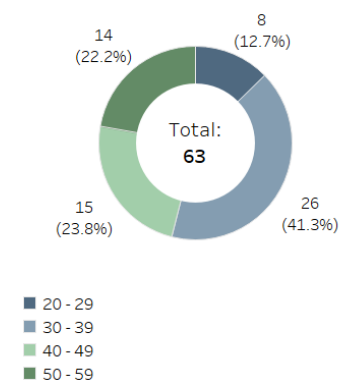
Race	Total	%
White	36	57.14%
Hispanic	18	28.57%
Black	6	9.52%
Asian/Pacific Islander	3	4.76%



Gender	Total	%
Male	51	80.95%
Female	12	19.05%



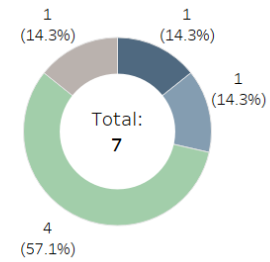
Age	Total	%
30 - 39	26	41.27%
40 - 49	15	23.81%
50 - 59	14	22.22%
20 - 29	8	12.70%



Exonerated Allegations

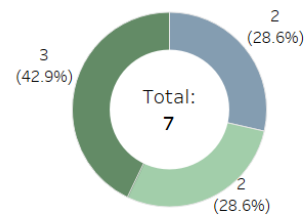
Total Amount of Exonerated Allegations¹ = 7

Classification of Allegation	Total	%
Operation/Personnel Violations	4	57.14%
Supervisory Responsibilities	1	14.29%
Conduct Unbecoming Violations	1	14.29%
Arrest/Lockup Incidents	1	14.29%



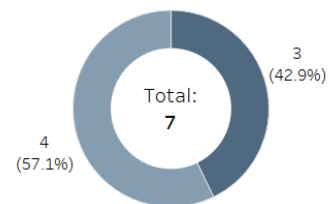
■ Arrest/Lockup Incidents
■ Conduct Unbecoming Violations
■ Operation/Personnel Violations
■ Supervisory Responsibilities

Race	Total	%
White	3	42.86%
Hispanic	2	28.57%
Black	2	28.57%



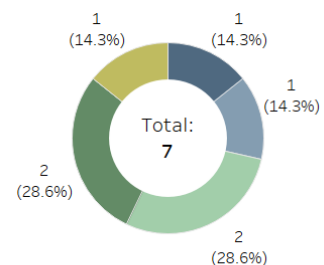
■ Black
■ Hispanic
■ White

Gender	Total	%
Male	4	57.14%
Female	3	42.86%



■ Female
■ Male

Age	Total	%
50 - 59	2	28.57%
40 - 49	2	28.57%
60 and above	1	14.29%
30 - 39	1	14.29%
20 - 29	1	14.29%

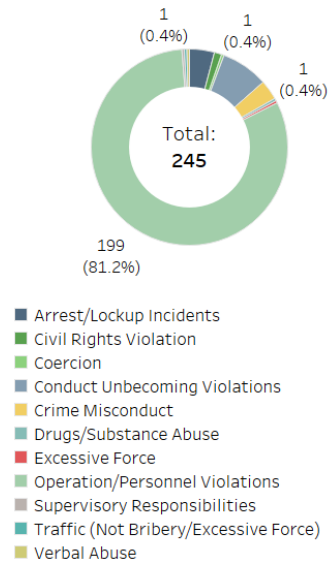


■ 20 - 29
■ 30 - 39
■ 40 - 49
■ 50 - 59
■ 60 and above

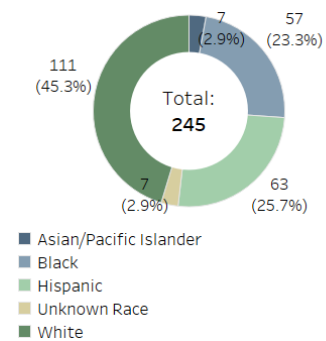
No Affidavit (Alternative Finding Classification)

Total Amount of Allegations Closed as No Affidavit² = 245

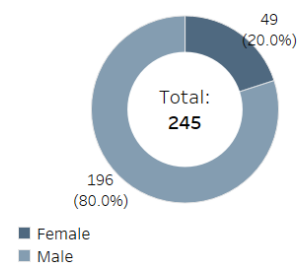
Classification of Allegation	Total	%
Operation/Personnel Violations	199	81.22%
Conduct Unbecoming Violations	19	7.76%
Arrest/Lockup Incidents	10	4.08%
Crime Misconduct	8	3.27%
Civil Rights Violation	3	1.22%
Verbal Abuse	1	0.41%
Traffic (Not Bribery/Excessive Force)	1	0.41%
Supervisory Responsibilities	1	0.41%
Excessive Force	1	0.41%
Drugs/Substance Abuse	1	0.41%
Coercion	1	0.41%



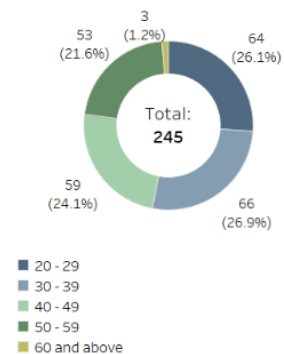
Race	Total	%
White	111	45.31%
Hispanic	63	25.71%
Black	57	23.27%
Unknown Race	7	2.86%
Asian/Pacific Islander	7	2.86%



Gender	Total	%
Male	196	80.00%
Female	49	20.00%



Age	Total	%
30 - 39	66	26.94%
20 - 29	64	26.12%
40 - 49	59	24.08%
50 - 59	53	21.63%
60 and above	3	1.22%



CPD Members with Multiple Completed Misconduct Investigations or Multiple Sustained Allegations in the Last 12 Months

(Consent Decree 550-H)

Table 17 demonstrates the number of CPD Members who have been the subject of **more than two completed misconduct investigations** in the **previous 12 months**. Between January 1st and December 31st of 2020, there have been a total of **18** Department Members accused in more than two completed misconduct investigations. Table 18 reflects that a total of **11** Department Members have **more than one sustained allegation of misconduct** between January 1st and December 31st, 2020.

Table 17. CPD Members Accused in More than Two Misconduct Investigations in the Previous Twelve (12) months

(Consent Decree 550-H-i)

Number of Members	Total Completed Investigations
15	3
3	4

¹ Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final between 01 January 2020 and 31 December 2020.

² Data retrieved 17 March 2021.

Table 18. CPD Members with More Than One Sustained Allegation of Misconduct in the Previous 12 Months Including Total Number of Sustained Allegations

(Consent Decree 550-H-ii)

Number of Members	Number of Sustained Allegations
6	2
2	3
1	5
1	11
1	21

¹ Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final between 01 January 2020 and 31 December 2020.

² Data retrieved 17 March 2021.

Discriminatory Policing, Allegations of Excessive Force, and Allegations of Unlawful Stops, Searches and Arrests

(Consent Decree 550-I)

The following tables will present aggregate data on CPD members who have been the subject, in the previous 12 months, of more than two complaints in the following classifications of allegations, **regardless of the outcome of those complaint investigations**;

i. Allegations of discriminatory policing based on an individual's membership or perceived membership in an identifiable group, based upon, but not limited to: race, physical or mental disability, gender, gender identity, sexual orientation, religion, and age

Number of CPD Members Subject to More Than Two Complaints
0

¹ Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final between 01 January 2020 and 31 December 2020.

² Data retrieved 17 March 2021.

ii. Allegations of excessive force;

Number of CPD Members Subject to More Than Two Complaints
0

¹ Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final between 01 January 2020 and 31 December 2020

² Data retrieved 17 March 2021.

iii. Allegations of unlawful stops, searches and arrests;

Number of CPD Members Subject to More Than Two Complaints
0

¹ Complaint Register and Information/Complaint log numbers assigned to CPD that were closed as Case Final between 01 January 2020 and 31 December 2020.

² Data retrieved 17 March 2021.

End of Report



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