



2024 **ANNUAL**
REPORT
CHICAGO POLICE BOARD

MESSAGE FROM THE PRESIDENT

March 20, 2025

I am pleased to present this report on the Police Board's activities and achievements in 2024. As you will see in the following pages, the Police Board continued to further the values of impartiality and transparency in Chicago's police-accountability system. Before detailing the Board's work in a variety of areas, I want to highlight the following developments from the past year.

On March 21, 2024, a Cook County Circuit Court judge ruled that rank-and-file Chicago police officers have the right to choose to have the most serious police disciplinary cases, those involving termination or suspension of one year or longer, heard by an arbitrator rather than the Police Board. While the police officers' union, the Fraternal Order of Police, is appealing part of the Court's ruling requiring arbitration hearings be open to the public, the City is not contesting any aspect of the Circuit Court's decision, including the approval of the arbitration option. This litigation has significantly disrupted the police disciplinary process. Arbitrators cannot move forward without the establishment of a public arbitration process, and the Police Board cannot hold hearings without the accused officer's consent. As a result, sixteen Police Board cases remain on hold, and the number of new cases reaching the Board has significantly declined.

In addition to deciding police-disciplinary cases, the Board considers appeals by applicants for a probationary police officer position who have been removed from the eligibility list due to the results of a background investigation. We saw an increase in the number of appeals filed in 2024, and the Board decided 67 appeals this past year.

The Board's monthly public meetings, which are carried live by CAN TV, provide an important forum for discussion of police-related issues. During these meetings, the Board and the public receive reports from the Superintendent of Police, the Chief Administrator of the Civilian Office of Police Accountability, Deputy Inspector General for Public Safety, and other civic leaders. Outside experts are also frequently invited to give presentations on a variety of topics. And the communication is not just one-way—there is time at every meeting for members of the public to raise questions and offer comments, with the Board tracking follow-up to ensure responsiveness to the community's issues of concern. These meetings generate significant public interest—for example, CAN TV informed us that the September meeting had over 32,000 live viewers and that the April meeting had more than 50,000 viewers.

Six new members joined the Board in 2024. Claudia Badillo, Kathryn Liss, and Justin Terry began serving in June and immediately made valuable contributions to the Board's deliberations. Tyler Hall, Arlette Porter, and Cynthia Velazquez were appointed in December and approved by the City Council on January 15, 2025. I welcome them to the Board and look forward to working with them.

Finally, I want to thank three dedicated public servants whose service on the Board came to an end in December: Paula Wolff served as vice president since 2018, and Mareilé Cusack and Nanette Doorley each joined the Board in 2021. We will very much miss working with them as well as the energy and perspectives they brought to the Board. Vice President Wolff deserves my special thanks, for her wisdom was invaluable and her dedication to the public was inspiring throughout my first year as president.

The members of the Police Board are an impressive and diverse group of Chicagoans who deeply care about the City and work diligently to help ensure that all Chicagoans receive the most respectful, effective, and professional policing. I know that I speak for all my colleagues when I say that we are grateful for the honor of serving the people of Chicago.

Kyle Cooper
President
Chicago Police Board

MEMBERS OF THE POLICE BOARD

The nine members of the Police Board are Chicago residents who are nominated by the Community Commission for Public Safety and Accountability and appointed by the Mayor with the advice and consent of the City Council. The Board members serve in their individual capacities and not as representatives of any entity that employs them.



Kyle Cooper

President

Partner, Tabet DiVito & Rothstein LLC
Joined Board on December 13, 2023
Current Term Expires on August 10, 2027



Claudia Badillo

Vice President

Owner & Attorney, Badillo Law Group P.C.
Joined Board on June 12, 2024
Current Term Expires on August 10, 2027



Steven Block

Partner, Thompson Hine LLP
Joined Board on December 15, 2021
Current Term Expires on August 10, 2029



Tyler Hall

Senior Advisor, Downing Community Advisors
Joined Board on January 15, 2025
Current Term Expires on August 10, 2028



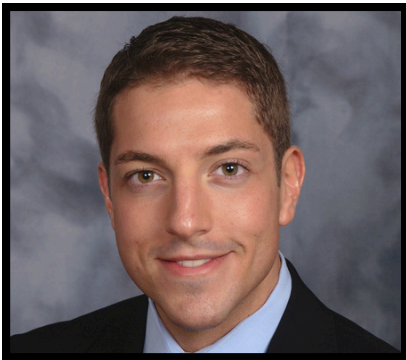
Kathryn Liss

Executive Director, Schiller DuCanto & Fleck Family Law
Center at DePaul University
Joined Board on June 12, 2024
Current Term Expires on August 10, 2028



Arlette Porter

Solo Practitioner, Law Office of Arlette Porter
Joined Board on January 15, 2025
Current Term Expires on August 10, 2029



Andreas Safakas

Project Manager,
U.S. General Services Administration
Joined Board on April 19, 2023
Current Term Expires on August 10, 2027



Justin Terry

Vice President of Real Estate,
The Chicago TREND Corporation
Joined Board on June 12, 2024
Current Term Expires on August 10, 2028



Cynthia Velazquez

Deputy Director,
Suburban Law Enforcement Academy
Joined Board on January 15, 2025
Current Term Expires on August 10, 2029

POWERS AND RESPONSIBILITIES

The Police Board's authority comes from city ordinance and state law. The Board's primary powers and responsibilities are listed below.

THE POLICE BOARD:

- Decides disciplinary cases when the Superintendent of Police files charges to discharge a sworn officer from the Chicago Police Department.
- Rules on disagreements between the Chief Administrator of the Civilian Office of Police Accountability and the Superintendent of Police regarding discipline of an officer.
- Decides appeals by applicants to become a Chicago police officer who have been removed from the eligibility list due to the results of a background investigation.
- Adopts the rules and regulations governing the Chicago Police Department.
- Holds monthly public meetings that provide a forum for community discussion of police-related issues.



DISCIPLINARY MATTERS

The Police Board's Role

The process for addressing allegations of misconduct by sworn officers of the Chicago Police Department (CPD) is carried out by several City agencies, each of which has a different role. The responsibility to receive complaints of alleged misconduct rests with the Civilian Office of Police Accountability (COPA). Depending on the nature of the allegations, either COPA or CPD's Bureau of Internal Affairs (BIA) investigates the complaint; in certain instances, alleged misconduct is investigated by the City's Office of Inspector General (OIG). Following the conclusion of an investigation and review by the Superintendent of Police, the Police Board decides those disciplinary cases that fall within its jurisdiction. See the Board's publication [Allegations of Police Misconduct: A Guide to the Complaint and Disciplinary Process](#) for a detailed description of the disciplinary process.

Think of the Police Board like a court. The Police Board's role is to make independent and impartial decisions based only on the evidence and arguments in the record that is before it. Guided by the values of impartiality, due process, and transparency, the Police Board strives to promote accountability and increase the public's and police officers' confidence in the process for handling allegations of police misconduct.

Rulings on COPA/CPD Disagreement Cases

When the Chief Administrator of COPA and the Superintendent of Police do not agree regarding the discipline of a CPD officer, and the Superintendent is proposing no discipline or less discipline than the Chief Administrator, they must meet to discuss the matter. If they are unable to reach agreement, the Chief Administrator shall refer the matter for review by one member of the Police Board. The randomly-selected Police Board member shall then rule on the disagreement between the Chief Administrator and the Superintendent, as follows:

- If, in the opinion of the reviewing Board member, the Superintendent's response does not meet its burden of overcoming the Chief Administrator's recommendation for discipline, the Chief Administrator's recommendation shall be deemed to be accepted by the Superintendent.
- If, in the opinion of the reviewing Board member, the Superintendent met the burden to overcome the Chief Administrator's recommendation for discipline, the Superintendent's response shall be implemented.

The tables below show the outcomes of rulings in 2024 and over the past five years.

Rulings in 2024		
Chief Administrator's <u>Recommendation for Discipline</u>	Reviewing Member <u>Ruled for Chief Administrator</u>	Reviewing Member <u>Ruled for Superintendent</u>
Discharge from CPD	3	1
Suspension > 30 days	3	0
Suspension 11 - 30 days	0	0
Suspension 1 - 10 days	0	0
<i>Total</i>	6	1

Rulings, 2020 - 2024		
Chief Administrator's <u>Recommendation for Discipline</u>	Reviewing Member <u>Ruled for Chief Administrator</u>	Reviewing Member <u>Ruled for Superintendent</u>
Discharge from CPD	32	4
Suspension > 30 days	15	10
Suspension 11 - 30 days	7	3
Suspension 1 - 10 days	4	0
<i>Total</i>	58	17

Arbitration of Police Discipline

For over 60 years, since 1961, the Police Board was the sole decision-maker of the most serious police disciplinary cases—those in which the recommendation was to discharge the officer from the Chicago Police Department. The Fraternal Order of Police (FOP), the union that represents Chicago police officers below the rank of sergeant, demanded an arbitration option during the most recent contract negotiations with the City of Chicago. The City objected to this demand.

In 2023, an arbitrator ruled that FOP members have the right to choose to have discharge cases heard by an arbitrator rather than the Police Board, and that arbitration proceedings shall be private. The City Council twice rejected this decision. The FOP sued, and in March 2024 the Cook County Circuit Court affirmed the arbitration option. The FOP appealed the Circuit Court ruling that arbitration proceedings shall be open to the public, and the case was pending before the Illinois Appellate Court at the end of 2024.

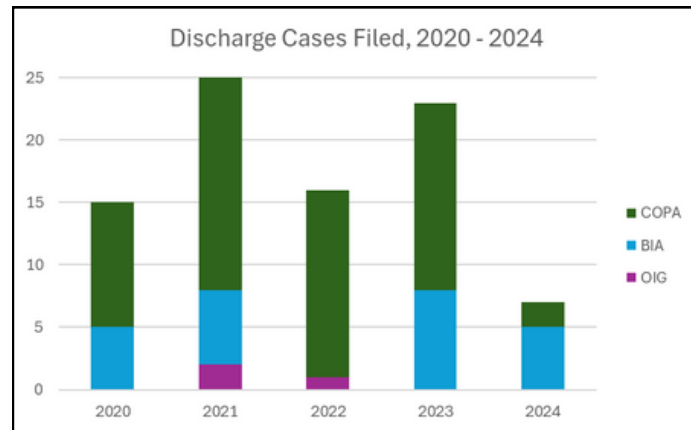
As of December 31, 2024, accused officers requested arbitration in 16 disciplinary cases before the Police Board, most of which were filed in 2023. There was a significant decline in the number of cases filed with and decided by the Police Board in 2024 (see below).

Discharge Cases

Cases Filed by the Superintendent

In 2024, the Superintendent filed with the Police Board charges against seven sworn officers recommending they be discharged from the Chicago Police Department. The table and graph below show the data on charges filed over the past five years, broken out by the agency that conducted the investigation. As noted above, there was a significant decrease in cases filed after the litigation on the arbitration option commenced in early 2024.

DISCHARGE CASES FILED, 2020-2024				
# of officers charged by the Superintendent				
Year	COPA	BIA	OIG	TOTAL
2020	10	5	0	15
2021	17	6	2	25
2022	15	0	1	16
2023	15	8	0	23
2024	2	5	0	7
<i>Total</i>	59	24	3	86



Cases on Hold Due to the Arbitration Option

As of December 31, 2024, sixteen accused police officers with cases before the Police Board exercised their right to choose arbitration and these sixteen cases were therefore on hold—there will be no arbitration hearings until the FOP and City reach agreement on an arbitration process that is open to the public (as required by the Circuit Court), and there can be no Police Board hearings without the consent of the accused officer (per the Circuit Court order).

The sixteen cases on hold involve charges of the following types of misconduct:

- Use of deadly force without justification (4 cases);
- Use of excessive force: (1 case);
- Domestic violence (4 cases);
- Illegal searches (1 case);
- Verbal abuse and neglect of duty (1 case);
- Disobeyed order to comply with COVID-19 policy (3 cases); and
- Positive drug test (2 cases).

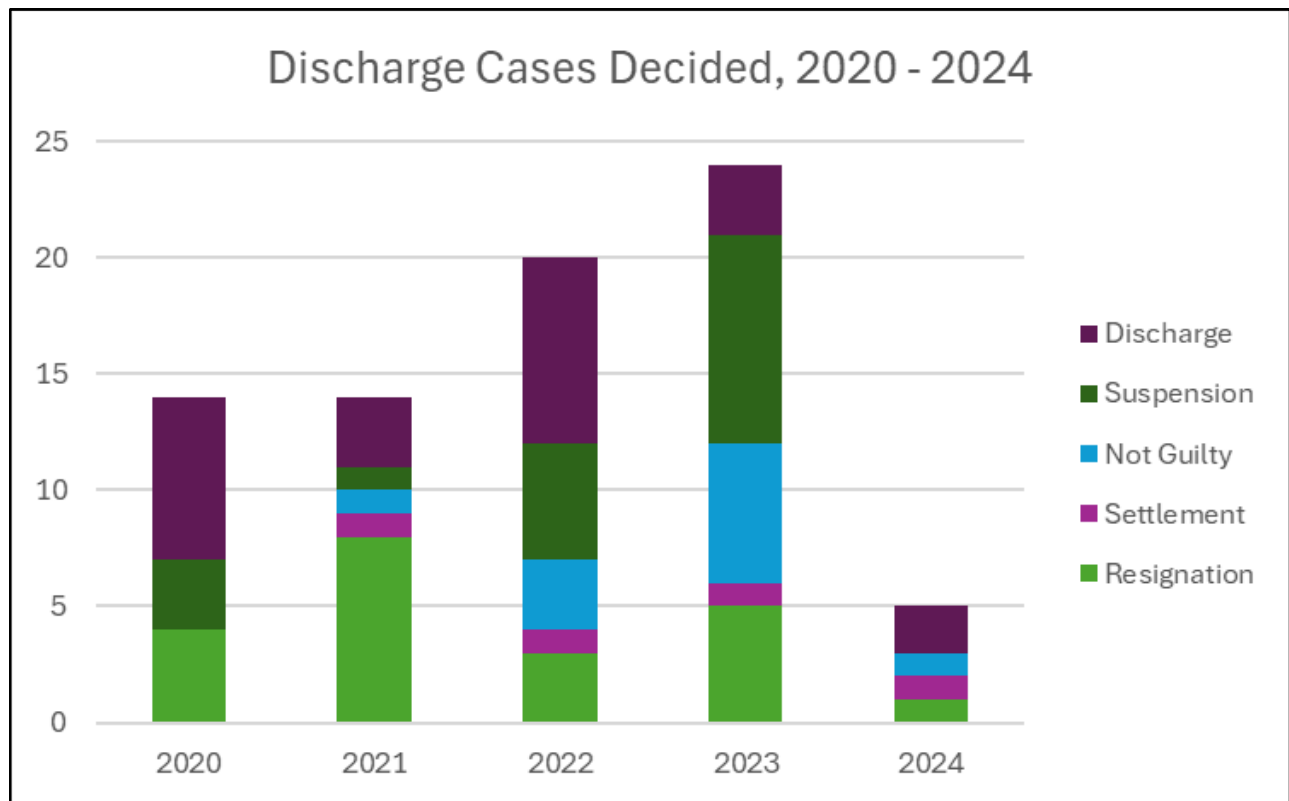
Cases Decided by the Police Board

In 2024, the Police Board decided or otherwise disposed of cases involving five officers that the Superintendent recommended be discharged from the Chicago Police Department, as shown in the table below.

DISCHARGE CASES DECIDED IN 2024	NUMBER OF OFFICERS			Settlement: Suspended	Resigned*
	Guilty & Discharged	Guilty & Suspended	Not Guilty		
Primary Charges (Investigation)					
Excessive Force--On Duty (COPA)	1	0	1	0	0
Other On-Duty Misconduct (COPA)	0	0	0	0	0
Domestic Incident--Off Duty (COPA)	0	0	0	0	0
Other Off-Duty Misconduct (COPA)	0	0	0	1	0
Drug/Alcohol Abuse (BIA)	1	0	0	0	0
Bribery/Official Corruption (BIA)	0	0	0	0	0
Commission of a Crime (BIA)	0	0	0	0	1
Conduct Unbecoming--Off Duty (BIA)	0	0	0	0	0
Operation/Personnel Violations (BIA)	0	0	0	0	0
Other	0	0	0	0	0
Total	2	0	1	1	1
*The accused officer resigned from CPD prior to a hearing rather than contest the charges, and the charges were therefore withdrawn.					

Over the past five years, the Police Board has decided or otherwise disposed of discharge cases involving 77 officers. The table and graph below show the outcomes of all cases decided in the past five years. As with the number of cases filed, there was a sharp decline in cases decided by the Board in 2024 because of the arbitration option.

DISCHARGE CASES DECIDED, 2020 - 2024			
	# Officers	% of Cases to a Hearing	% of All Cases
Cases to a Full Hearing			
Guilty, Discharged	23	44.2%	29.9%
Guilty, Suspended	18	34.6%	23.4%
Not Guilty	11	21.2%	14.3%
Total	52	100.0%	67.5%
Resolved Prior to Full Hearing			
Resigned from CPD	21		27.3%
Settlement	4		5.2%
Total	25		32.5%
Grand Total	77		100.0%



Suspension Cases

Suspension cases rarely come before the Police Board—only one has been filed in the past five years. That case, filed in 2023, was on hold as of December 31, 2024, because the accused officer elected arbitration. No new suspension cases were filed in 2024.

Amount of Time to Bring Charges and Decide Cases

As noted above, once a complaint of alleged misconduct is received, it is investigated by COPA, BIA, or OIG and then reviewed by the Superintendent. If the recommended discipline is to discharge the officer from the CPD, the Superintendent files charges with the Board. The Board may then hold an evidentiary hearing and decide the case.

The table below presents data on the average amount of time it takes to bring charges and to decide cases. The information below is for the three cases that the Board decided in 2024 following a full hearing on the charges.

DISCHARGE CASES HEARD AND DECIDED IN 2024	
Investigation and Review	Average Time
From date of incident to filing of charges with Police Board	4.2 years
From date complaint received by investigating agency (COPA, BIA, or OIG) to filing of charges with Police Board	4.2 years
Police Board	
From filing of charges with Police Board to 1st day of PB hearing	9.2 months
From filing of charges with Police Board to PB decision	1.4 years
Entire Process	
From date of incident to Police Board decision	5.6 years
From date complaint received to Police Board decision	5.6 years



Appeals of Police Board Decisions

Under Illinois law, the parties to a Police Board disciplinary case (the Superintendent and the accused officer) have the right to appeal the Board’s final decision by filing a petition for administrative review in the Circuit Court of Cook County. A party dissatisfied with the Circuit Court’s review of a Police Board case may appeal to the Appellate Court of Illinois.

The sections below provide data on suits in administrative review during 2024, and historical data on appeals filed since 2020. As noted above, a particular case may be reviewed at several levels; in addition, court rulings may cause the Board to issue more than one decision in the same case. The data on court decisions in the sections below pertain to *final* court decisions regarding the Board’s *original* decision. (A court decision is considered final when the time limit for appealing a circuit court decision has expired and no appeal has been filed.)

In 2024, one Police Board decision was appealed to the Circuit Court of Cook County (by the accused officer), and three Circuit Court decisions were appealed to the Illinois Appellate Court (all by the accused officers).

Courts issued *final* decisions regarding four Police Board decisions in 2024: the Circuit Court affirmed three Police Board decisions and the Appellate Court affirmed one Police Board decision.

APPEALS FILED SINCE JANUARY 1, 2020					
PB Decisions		PB Decisions		PB Cases Pending	Total
<u>Upheld</u>	<u>% Upheld</u>	<u>Reversed</u>	<u>% Reversed</u>	<u>Final Court Decision</u>	<u>PB Decisions</u> <u>Appealed</u>
8	100.0%	0	0.0%	7	15
Data as of December 31, 2024.					

CONSENT DECREE

On January 31, 2019, the U.S. District Court approved a Consent Decree between the State of Illinois and the City of Chicago. The goals of the Consent Decree include ensuring lawful and constitutional policing, building trust between police officers and the communities they serve, promoting community and officer safety, and providing CPD members with the resources and support they need. To achieve these goals, the Consent Decree “requires changes in the areas of community policing; impartial policing; crisis intervention; use of force; recruitment, hiring, and promotions; training; supervision; officer wellness and support; accountability and transparency; and data collection, analysis, and management.” (Consent Decree, page 1.)

The Independent Monitor released its tenth semi-annual report on the City’s compliance with the Consent Decree on November 19, 2024. Of the thirteen paragraphs the Police Board is responsible for implementing, the Monitor found the Board to be in full compliance with the requirements of ten paragraphs and in preliminary compliance with three paragraphs.

Preliminary compliance means the Board has established the framework and resources to achieve the reform. Full compliance means the Board has successfully implemented the reform in practice.

The table below summarizes the Monitor’s most recent findings. The Monitor’s report and other information on the Consent Decree are available on the Board’s website.



Paragraph #	Subject	Monitor's Findings
533	Hearing Officer Selection Criteria	Full Compliance
534	Disciplinary Hearings: Hearing Officer Presiding and Video Recording	Full Compliance
535	Disciplinary Hearings: Review of Record and Hearing Officer Report	Full Compliance
536	Disciplinary Hearings: Accused Officer's Disciplinary File	Full Compliance
537	Attendance at Public Meetings	Full Compliance
538	Community Input at Public Meetings	Full Compliance
539	Disciplinary Hearings: Discovery	Full Compliance
540-542	Training for Board Members and Hearing Officers	Preliminary Compliance
543	Adoption of CPD Rules and Regulations	Full Compliance
555	Data on Decisions in Disciplinary Cases	Full Compliance
565	Quarterly Meetings with COPA and Public Safety Inspector General	Full Compliance



CPD APPLICANT APPEALS

The Police Board is responsible for deciding appeals by applicants for a probationary police officer position who have been removed from the eligibility list due to the results of a background investigation.

All appeals are reviewed by an independent appeals officer, presented to the Police Board, and considered on an individual basis informed by the facts in the case. The Police Board decides each appeal by either affirming the disqualification decision or by reversing it and reinstating the applicant to the eligibility list. The written decisions are available on the Police Board's website.

In 2024, the City's Office of Public Safety Administration, which administers personnel matters for the Chicago Police Department, notified 179 applicants that they had been removed from the eligibility list due to the results of a background investigation and had the right to appeal the disqualification decision to the Police Board. The Police Board received appeals from 67 of these disqualified applicants (37%).

The Board decided 67 appeals in 2024 (some of these appeals were filed in the previous year). The Board affirmed 57 disqualification decisions (85%) and reversed 10 disqualification decisions (15%). In addition, the Board dismissed three appeals because they were filed after the 60-day deadline mandated by the Municipal Code of Chicago. There were nine appeals pending as of December 31, 2024.



COMMUNITY ENGAGEMENT

The Board holds monthly public meetings that are livestreamed and televised by CAN-TV. Meetings take place in the evening, and all members of the public are invited to attend and are welcome to address questions or comments to the Board. City officials, including the Superintendent of Police, the Chief Administrator of the Civilian Office of Police Accountability, and the Deputy Inspector for Public Safety are in attendance.

Many community members spoke at these meetings in 2024, with speakers asking questions and voicing opinions on a variety of topics. The Board documents and tracks community input and CPD follow-up to ensure responsiveness to the community's issues of concern. In addition, the meetings provide a forum for discussion of a variety of police-related issues, with monthly reports from the CPD Superintendent and COPA Chief Administrator as well as presentations from other City officials and outside experts.

The Board maintains a website at Chicago.gov/PoliceBoard. The site provides the public with videos and transcripts of the public meetings, the Board's decisions in police disciplinary cases, a schedule of cases currently before the Board, a guide to the disciplinary process, the rules and regulations governing the Police Department, and other material.

The president of the Board frequently meets with members of the community and is available to the media to provide information on the Board's operations and the disciplinary process.

PERSONNEL & BUDGET

Executive Director Max Caproni serves as the Board's secretary and administers the operations of the Board. Jazmyne Rollins is its executive administrative assistant. The Board's hearing officers and appeals officers are experienced attorneys who work for the Board on an hourly basis.

The Police Board's budget is proposed by the Mayor and approved by the City Council as part of the City's annual appropriation ordinance. The appropriation was \$601,188 for 2024.



Chicago Police Board



2 North LaSalle Street, Suite M800
Chicago, Illinois 60602
312-742-4194

Chicago.gov/PoliceBoard