

POLICE BOARD  
CITY OF CHICAGO

IMPACT OF THE LITIGATION ON THE ARBITRATION OF POLICE DISCIPLINE

Police Board President Kyle Cooper's Presentation  
at the February 20, 2025, Public Meeting

The next item on the agenda is an update on the arbitration of police disciplinary cases, including data on the impact of the ongoing litigation. First, some background information.

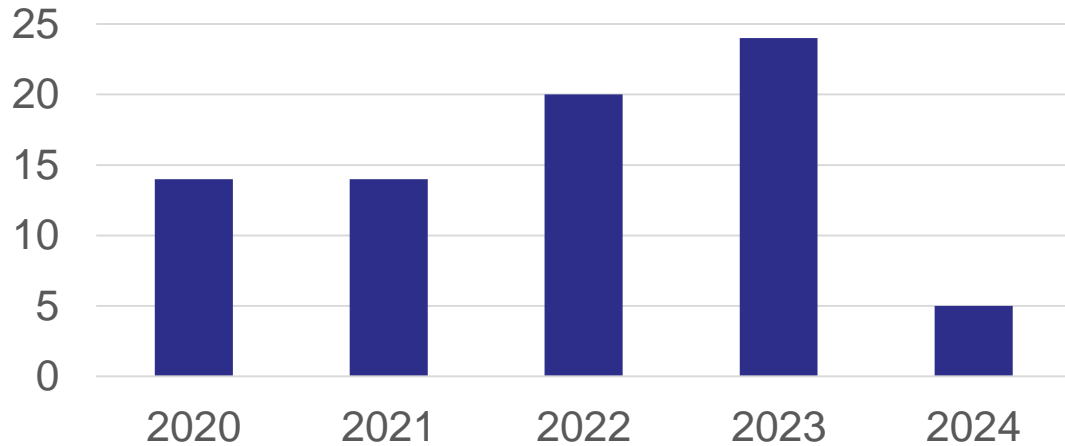
- For over 60 years, from 1961 through 2023, the Police Board was the only decision-maker of the most serious police disciplinary cases—those in which the recommendation was to discharge the officer from the Chicago Police Department.
- In March 2024, a Cook County Circuit Court judge ruled that police officers have the right to choose to have these cases heard by an arbitrator rather than the Police Board.
- The police officers' union, the Fraternal Order of Police, has appealed the Circuit Court's ruling requiring arbitration hearings be open to the public.
- The City is not challenging the arbitration option in the case currently before the Illinois Appellate Court.

Data on the impact of the ongoing litigation:

- There are 16 discharge cases and one 366-day suspension case currently before the Police Board in which the accused officer has requested arbitration. These cases are 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 cases on hold include 4 police-shooting cases and 4 domestic-violence cases.
- There are 4 Police Board cases that are moving forward because the accused officer elected to have a Police Board hearing. All 4 cases involve non-duty-related charges.

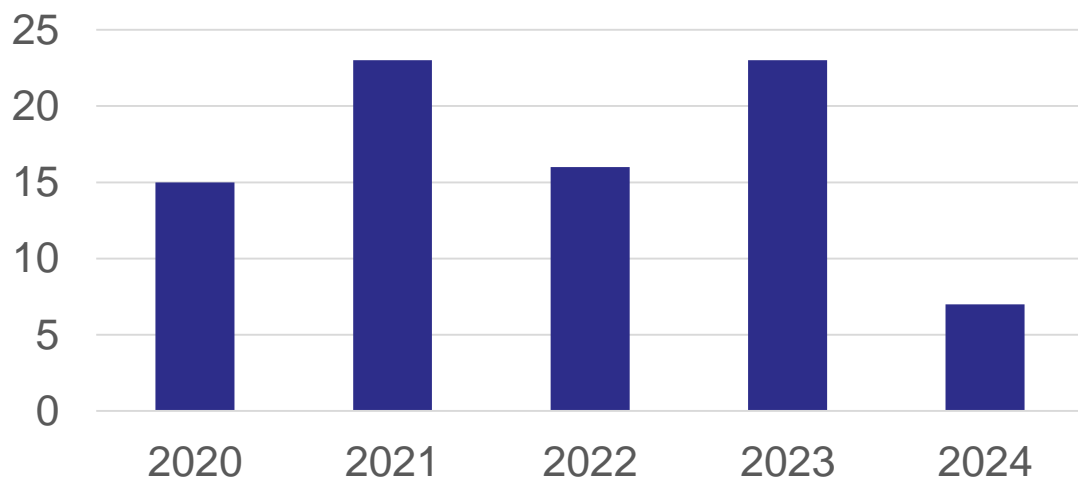
- Because of the large number of cases being on hold due to the arbitration litigation, there was a sharp decline in cases **decided** by the Board in 2024. The Board ruled on 5 cases last year compared to 20 in 2022 and 24 in 2023.

### Cases Decided by the Police Board



- As you can see from the next chart, there was a significant decrease in cases **filed** with the Police Board after the litigation on the arbitration option commenced in early 2024. Seven cases were filed last year compared to 16 in 2022 and 23 in 2023. No cases have been filed thus far in 2025.

### Cases Filed with the Police Board



The litigation on arbitration of police disciplinary cases is ongoing. We are currently waiting to hear whether the Illinois Appellate Court will hold oral arguments in the case before it. It appears that it will be at least several months before the Appellate Court decides the case. And then there may be an appeal to the Illinois Supreme Court.

In the meantime, consideration of the most serious police disciplinary cases in Chicago is at a standstill.

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