



CITY OF CHICAGO



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

MEMORANDUM

To: The Honorable Jason Ervin
Chairman, Committee on the Budget and Government Operations

From: Andrea Kersten
Chief Administrator
Civilian Office of Police Accountability

CC: Kennedy Bartley
Mayor's Office of Intergovernmental Affairs

Date: November 21, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 060-01

The following information is provided in response to questions posed at our department's hearing on November 9th to discuss the proposed 2025 budget.

Alderman Tabares asked for the number of lawsuits COPA is a named as a defendant in.

As of November 12, 2024, the Department of Law has made COPA aware of three (3) pending lawsuits where COPA is named as a defendant.

As always, please let me know if you have any further questions.



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Mayor's Office of Intergovernmental Affairs

Date: November 21, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 060-02

The following information is provided in response to questions posed at our department's hearing on November 9th to discuss the proposed 2025 budget.

Alderman Sposato asked how many people in your office have taken a shoot, don't shoot class.

Since 2018, all newly hired COPA members in investigative and legal roles have utilized the Chicago Police Department's VirTra simulator as part of their new hire orientation.

As always, please let me know if you have any further questions.



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To: The Honorable Jason Ervin
Chairman, Committee on the Budget and Government Operations

From: Andrea Kersten
Chief Administrator
Civilian Office of Police Accountability

CC: Kennedy Bartley
Chief External Affairs Officer, Mayor's Office

Date: December 4, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 060-03

The following information is provided in response to questions posed at our department's hearing on November 9th to discuss the proposed 2025 budget.

Alderman Mitchell asked COPA to break out "shooting cases."

In 2024, COPA closed 40 officer-involved shooting (OIS) investigations.¹ Within the 40 closed OIS investigations, 56 CPD members received an allegation involving "weapon discharge." Among the 56 members:

- 13 members had a finding of sustained for least one allegation involving weapon discharge.²
- 44 members had a finding other than sustained for at least one allegation involving weapon discharge.³

As always, please let me know if you have any further questions.

¹ This figure does not include member firearm discharges involving an animal, accidental discharge, or suicide.

² Note that each OIS investigation may involve more than one Department member. Additionally, members may receive more than one allegation of weapon discharge per OIS incident. For example, multiple CPD directives may be applicable to the use of force evaluation (resulting in multiple allegations), the incident involved firearm discharge at multiple individuals, and the incident involved assessment of multiple volleys of shots fired (each evaluated independently).

³ This includes findings of Not Sustained and Exonerated, as well as determinations that a weapon discharge was Within Policy.



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From: Andrea Kersten
Chief Administrator
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CC: Kennedy Bartley
Chief External Affairs Officer, Mayor's Office

Date: December 4, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 060-04

The following information is provided in response to questions posed at our department's hearing on November 9th to discuss the proposed 2025 budget.

Alderman Mitchell asked COPA to list the nature of sustained findings in shooting cases.

In 2024 (as of November 25), COPA closed 40 Officer-Involved Shooting (OIS) investigations¹ which contained 56 independent member firearm discharges.²

Within these 40 concluded OIS Investigations, COPA sustained the following additional allegations, in order from most to least:

Category	Number of Sustained Allegations
Neglect of Duty	58
Misuse of Department Equipment/Supplies	32
Profanity	10
Weapon Violations (Equipment Associated)	5
Traffic Pursuit	5
Conduct Unbecoming	5
Unnecessary Exhibition of a Weapon	4
Excessive Force - Weapon	3

¹ This figure does not include member firearm discharges involving an animal, accidental discharge, or suicide.

² An OIS may contain more than one discharging member. COPA evaluates each member's use of force independently.

Category	Number of Sustained Allegations
Reports	3
Failure to Identify	2
Failure to Provide Service	2
Properly Direct Subordinate	2
Leaving Assignment	1
Unnecessary Physical Contact	1
Abuse of Authority	1
Improper Search	1
Intoxication	1

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From: Andrea Kersten
Chief Administrator
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CC: Kennedy Bartley
Chief External Affairs Officer, Mayor's Office

Date: December 12, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 060-05

The following information is provided in response to questions posed following our department's hearing on November 9th to discuss the proposed 2025 budget.

Alderman La Spata asked for COPA's current compliance with the consent decree, as well as how a decrease of \$240,000 in COPA's Consent Decree line will impact the department's ability to comply.

The Independent Monitoring Team's 10th Semi-Annual Monitoring Report, covering the period of 1/1/24 through 6/30/24, reflects COPA as having achieved 100% preliminary compliance, 99% secondary compliance, and 90% full compliance (i.e., adherence to policies and training within day-to-day operations) for the paragraphs that COPA is responsible.

Though COPA's proposed 2025 budget appears to reflect a \$240,000 reduction, it should be noted that \$40,000 of that total was relocated from COPA's Consent Decree line (9295) to Rental of Property (0155). These funds were shifted to enhance budget transparency.

In advance of OBM's efforts to address budget shortfalls through reduction exercises with departments beginning in July 2024, COPA was prepared to reduce funding in its Consent Decree line. In prior years, COPA has not expended all the funds available via the line (totaling \$1,015,000 in prior years). For example, as of time of COPA's 11/9/24 budget hearing, approximately \$461,580 in funding remained under the line. Therefore, COPA is confident that a \$200,000 reduction would not substantially impact the department's progress toward Consent Decree compliance given the progress the department has made towards compliance and historical funding expended in the line.

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From: Andrea Kersten
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Chief External Affairs Officer, Mayor’s Office

Date: December 12, 2024

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 060-06

The following information is provided in response to questions posed following our department’s hearing on November 9th to discuss the proposed 2025 budget.

Alderman La Spata asked information regarding 10 vacancies from 2024-2025 (i.e., position histories reflecting when and how they were last filled).

VACANCY	PROPOSED FY25 SALARY	STATUS
Intake Aide (1)	\$50,424	Previous incumbent vacated this position on 5/15/24 due to an internal promotion. COPA posted the position in March 2024, though did not select a candidate for hire. COPA intends to post this position prior to 2024 year-end or in early 2025.
Investigator (4)	\$79,260 (\$317,040 total)	Vacancies due to retirements and transfers to other City agencies. Position posted in July 2024, though the hiring sequence was delayed due to the hiring freeze. Candidates completed pre-employment testing September 2024. COPA intends to interview tested candidates in 2025 (Q1)
Special Victims Investigator (1)	\$87,516	Vacancy resulted from the expansion of COPA’s Special Victims Squad through reclassification of an Investigator vacancy (approved by DHR, OBM, and the Committee on the

		Budget and Government Operations in August 2024). Position impacted by the hiring freeze. COPA intends to post this position prior to 2024 year-end or in early 2025.
Major Case Specialist (1)	\$96,516	Previous incumbent vacated this position on 7/31/24 due to retirement. Position impacted by hiring freeze. COPA intends to post this position prior to 2024 year-end or in early 2025.
Supervising Investigator (1)	\$103,176	Previous incumbent vacated this position on 7/31/24 due to retirement. COPA posted the position in August 2024, though the hiring sequence was delayed due to the hiring freeze. COPA intends to interview for this title in 2025 (Q1).
Director of Investigations (1)	\$112,608	This position is the result of COPA converting a Supervising Investigator position vacated in mid-2024 and surrendered additional vacancies to achieve budget neutrality. COPA intends to post this position for hire prior to prior to 2024 year-end or early 2025.
Case Liaison (1)	\$66,612	This position, created to support the COPA's Director of Mediation, was added as new in COPA's FY24 budget. The role will facilitate communications with CPD members and complainants regarding mediation eligibility, scheduling, and resolution. The position was scheduled for posting in 2024 (Q4), though the hiring sequence was delayed due to the hiring freeze. COPA intends to post the position for hire in 2025.

As always, please let me know if you have any further questions.