

COMMUNITY COMMISSION for PUBLIC SAFETY and
ACCOUNTABILITY
PUBLIC MEETING
Thursday, October 30, 2025, 6:30 p.m.
Copernicus Center
5216 West Lawrence Street
Chicago, Illinois

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APPEARANCES:

Interim President Remel Terry
Commissioner Anthony Driver Jr.
Commissioner Aaron Gottlieb
Commissioner Sandra Wortham
Commissioner Abierre Minor
Commissioner Rubi Navarijo
Commissioner Gina Piemonte (Via Zoom)
Executive Director Adam Gross

1 INTERIM PRESIDENT TERRY: Good evening
2 everyone. Thank you all for being here and being
3 here timely.

4 The October 30th meeting for the
5 Community Commission for Public Safety and
6 Accountability is called to order at 6:35, and
7 I'm going to begin by calling of the roll. And I
8 do want to ask that you all please place your
9 cell phones on silent mode, remain seated, and if
10 you will be using any small, hand-held devices,
11 please refrain from using them in a way that
12 interferes with the ability of others to see or
13 hear the proceedings.

14 So to establish our quorum, I'm
15 going to call off roll.

16 Commissioner Driver.

17 COMMISSIONER DRIVER: Present.

18 INTERIM PRESIDENT TERRY: Commissioner
19 Gottlieb.

20 COMMISSIONER GOTTLIEB: Present.

21 INTERIM PRESIDENT TERRY: Commissioner Minor.

22 COMMISSIONER MINOR: Present.

23 INTERIM PRESIDENT TERRY: Commissioner Angel
24 Rubi Navarijo.

1 COMMISSIONER RUBI NAVARIJO: Present.

2 INTERIM PRESIDENT TERRY: Commissioner Terry
3 is present. Commissioner Wortham.

4 COMMISSIONER WORTHAM: Present.

5 INTERIM PRESIDENT TERRY: Commissioner
6 Piemonte has requested to participate virtually,
7 and I move that Commissioner Piemonte be allowed
8 to participate virtually.

9 COMMISSIONER GOTTLIEB: Second.

10 INTERIM PRESIDENT TERRY: All those in favor,
11 vote aye.

12 (CHORUS OF AYES.)

13 INTERIM PRESIDENT TERRY: Are there any
14 opposed?

15 (NO RESPONSE.)

16 INTERIM PRESIDENT TERRY: So Commissioner
17 Piemonte is able to attend virtually, and in
18 person we have a quorum, and we are able to
19 conduct the business of the Commission.

20 The next item of business is public
21 comment. If you would like to share something
22 related to the Commission's work on Public Safety
23 and Accountability, you have a few options. You
24 can speak at a public meeting. You can also

1 submit your comment in writing by emailing your
2 comment to
3 CommunityCommissionPublicComment@CityofChicago.
4 org, or you can bring a copy of your comment to
5 one of the Commission's public meetings and give
6 it to someone on the Commission or someone on the
7 Commission staff.

8 People who wanted to speak during
9 the public comment period tonight were asked to
10 submit their names in writing. Names were drawn
11 at random by a member of the Commission staff --
12 or actually it was our fellow commissioners here,
13 and speakers will be called in the order in which
14 their names were drawn.

15 If your name is called to offer
16 public comment, we ask that you approach the
17 microphone and line up in the order in which your
18 name is called. When it is your turn to speak,
19 please say, then spell your name, then offer your
20 comments. Each speaker will have two minutes.
21 So I'm going to call up my first few speakers.
22 We have Joi Imobhio, Deon McGill, and Lee
23 Bielecki.

24 MS. IMOBHIO: Good evening, Commissioners,

1 fellow comrades, and Chicago residents. My name
2 is Joi, J-O-I, Imobhio, I-M-O-B-H-I-O, and I am
3 here on behalf of Impact for Equity. We are an
4 organization committed to combatting racial,
5 economic, social injustice for and with
6 communities most disadvantaged by systematic
7 inequities and advancing community-driven policy
8 and accountability in Chicago.

9 I want to first just begin to just
10 acknowledge that we have two strong, black women
11 running for the next Commission. I really honor
12 both of you all's leadership. And I think, as
13 you know, in the world, we need more black women
14 running. And so I just want to thank you guys
15 for your leadership and also say that my public
16 comments today are not personal. They are really
17 a reflection of who I think would be the best
18 person for accountability for Chicago when it
19 comes to police reform.

20 So I am here tonight to strongly
21 urge the Commission to elect Commissioner Abierre
22 Minor as the next president of the Commission for
23 Public Safety and Accountability.

24 This Commission was created because

1 Chicagoans demanded a meaningful voice in
2 policing and a pathway to accountability.

3 This moment requires a president who
4 not only understands that mandate but is willing
5 to act with courage, integrity, and a partnership
6 with all Chicagoans. Commissioner Minor is that
7 leader.

8 Commissioner Minor has consistently
9 demonstrated what community-centered leadership
10 looks like. She actively listens to residents,
11 meets with grassroots organizations, faith
12 leaders and electeds, empowers young people, and
13 advocates for families directly impacted by
14 policing.

15 She has demonstrated value and lived
16 experience and a clear commitment to ensuring
17 that community voices shape CCPSA's priorities.

18 We also need a president who will
19 use the full authority of this Commission, not
20 shrink from it.

21 CCPSA was designed to push beyond
22 symbolic oversight and move towards real policy
23 change.

24 Commissioner Minor understands this

1 responsibility and has been willing to take
2 principle votes to address discriminatory
3 policing practices, notably voting to end harmful
4 and racially disparate pretextual stops, a
5 practice that disproportionately targets black,
6 brown, and immigrant Chicagoans.

7 She not only voted for reform, she
8 helped educate the community and also lead others
9 to do the same to keep our community safe.

10 This is the type of leadership this
11 moment requires. Commissioner Minor has shown
12 she believes in this Commission's mission and
13 committed to fulfilling it. She leads with
14 humility, joy, courage, accountability, and a
15 clear vision for transformative change grounded
16 in community.

17 For the Commission to move forward
18 strongly, we need a president who will protect
19 the public's interests, ensure transparency, and
20 champion systematic reform that keeps Chicagoans
21 safe.

22 INTERIM PRESIDENT TERRY: Time. Thank you.

23 MR. MCGILL: Good evening. My name is Deon
24 McGill. Good evening. I just want to thank the

1 Commission, actually, for bringing the scheduled
2 conversations today forward.

3 This update from CPD on clearance
4 rates is not just timely but very necessary.

5 The priority proposal that sparked
6 the conversation building trust through
7 transparent justice, proposal to improve crime
8 clearance rates was one I authored, but more
9 importantly it was authored in collaboration and
10 in conjunction with community members. It was
11 shaped by people who have lost loved ones, people
12 who lived through the failures of our justice
13 system, and people who want to believe that
14 justice in Chicago can work for everyone, not
15 just some.

16 I want to publicly thank two of
17 those collaborators who couldn't be here tonight,
18 Artinese Myrick, Alicia Schemel. Their hard
19 work, their insight, their dedication made the
20 proposal possible, made the conversation tonight
21 possible.

22 When CPD delivers this update as
23 well, I hope the presentation goes beyond the
24 numbers because clearance rates are more than

1 data points, they're a reflection of trust. They
2 tell us whether the communities feel heard,
3 whether witnesses can feel safe coming forward,
4 and whether the victims' families see justice.

5 CPD's work on clearance rates as
6 well cannot happen in a silo. If we truly want
7 improvement, collaboration must be the
8 foundation. That means involving District
9 Councilors, organizations representing in the
10 room, and the communities that we all serve. We
11 all say this all the time. We all say we want
12 collaboration. This conversation is because of
13 community collaboration. It was the brainchild
14 of community members. It was written by
15 community members who read it before I even
16 submitted it to the other District Councilors and
17 before it reached your hands. We all say it. We
18 say we want collaboration, but this is the
19 perfect opportunity to show it in action. Thank
20 you.

21 MR. BIELECKI: Good evening, Commission. Lee
22 Bielecki, 22nd District Police Council Member.
23 I'm here to speak on something we just discussed
24 recently at our nominating committee meeting. It

1 was brought up about police -- about Commission
2 accountability and feedback from the Commission
3 to District Councilors that would be very useful
4 when we collaborate with the community members.

5 Everybody -- we got a sheet with
6 all your roles on it, what you're working on. It
7 seems like the only ones that have done community
8 conversations on any of these things are
9 Commissioner Terry and Commissioner Wortham.
10 They did the world tour for the traffic stop
11 policy. 66 percent of Chicagoans who took the
12 survey still want the police to do low-level
13 traffic stops. And I applaud them for the work.

14 Obviously, Commissioner Terry has
15 also been instrumental with working with us on
16 the workforce allocation committee. We got a
17 good update from her last week. I was unable to
18 attend that meeting this week -- I was out of
19 town -- but it was a very informative feedback
20 that I got from the other commissioners.

21 When we talk about Commission
22 accountability, we also have to look at the roles
23 of the Commissioners and what they were doing and
24 what they have been doing.

1 Now I know I just heard Joi up here
2 talking about Abierre Minor. We haven't gotten
3 any feedback from her, no emails, nothing on the
4 hate crimes committee that she's supposed to be
5 working on. We got nothing. She's only going to
6 be in office for another eight months. I believe
7 it's eight months. So I just want to make this
8 clear. I hope it is just not for a resume build.

9 Remel Terry has exhibited
10 leadership, and she's done a lot of good work for
11 the Commission and should be the next president.
12 Thank you.

13 INTERIM PRESIDENT TERRY: Our next three
14 speakers Maya Simkin, Kamala Sankara, Denzel
15 Johnson. Maya is virtual by the way.

16 MS. SIMKIN: Maya Simkin,
17 M-A-Y-A S-I-M-K-I-N. Can you hear me?

18 INTERIM PRESIDENT TERRY: Yes.

19 MS. SIMKIN: Thank you. Hi, Commissioners.
20 My name is Maya Simkin. M-A-Y-A S-I-M-K-I-N.
21 I'm grateful for the opportunity to share our
22 voices with you. I'm here speaking on behalf of
23 Chicago Appleseed Center for Fair Courts.

24 We've long supported the CCPSA's

1 efforts towards community-led oversight, and I'm
2 here also in collaboration with Free2Move to
3 support Commissioner Abierre Minor as the next
4 leader of the Commission.

5 Commissioner Minor, as Joi said,
6 has consistently sought community input,
7 courageously shared her own experiences at
8 meetings, which I have found moving, and
9 empowered others, especially youth, to change
10 strategy around violence.

11 I'm particularly grateful for
12 Commissioner Minor for consistently supporting
13 eliminating low-level pretextual vehicle stops
14 where Commissioner Terry has voted against those
15 policy changes.

16 We know that these stops endanger
17 thousands and costs the City a fortune, and
18 that's a major reason we support Commissioner
19 Minor as the next leader of the CCPSA to take
20 that work forward. Thank you.

21 INTERIM PRESIDENT TERRY: Thank you.

22 MR. SANKARA: All right. The first thing I'd
23 like to say is that --

24 INTERIM PRESIDENT TERRY: Will you say your

1 name for the record?

2 MR. SANKARA: Yes. Kamala Sankara.

3 K-A-M-A-L-A, S-A-N-K-A-R-A.

4 First of all, I would like to say
5 that I think that the way deliberations have
6 happened on this Commission have been downright
7 Trumpian or Trump-like in some respects. I think
8 that when we see in-depth conversation of issues
9 around things like pretextual stops and other
10 issues, and the Commission president stops the
11 conversation to say, Oh, let's not get bogged
12 down or to imply that there's some kind of
13 redundancy in the conversation, when a simple
14 command of the English language -- and this is
15 all recorded. The public and folks in history
16 can go back and see this -- that there was
17 nothing redundant in that conversation. And so
18 this kind of linguistic, lexical warfare and
19 these kinds of manipulative games that get paid
20 with process, procedure, and language are things
21 which the Commission should move away from. And
22 I think that we need a new generation of
23 leadership.

24 I also want to say that I think

1 that the statements from Commission leadership,
2 that folks don't know the difference between laws
3 in different jurisdictions, and so therefore we
4 need to hold up punitive systems that harm
5 communities.

6 I think that that is completely
7 outrageous, disqualifying, and disgusting.

8 And I also want to say that there
9 are major issues with this leadership, and I hope
10 that in archive and the history, this is
11 remembered.

12 In the brief time I have, I want to
13 say that the president, you lied to me when you
14 agreed with me on the floor at Truman College
15 about decriminalization of certain amounts of
16 narcotics -- and they cut the mic.

17 INTERIM PRESIDENT TERRY: Thank you.

18 MR. JOHNSON: Hey, everybody. I just wanted
19 to say, first of all, good evening.

20 Today I rise in strong support of
21 Commissioner Abierre Minor who is a leader, whose
22 integrity, vision, and dedication makes her the
23 ideal candidate to serve as president of the
24 Community Commission of Public Safety and

1 Accountability.

2 I can speak from a lived experience
3 that I know that Commissioner Minor has been
4 consistent with her leadership. It consists
5 of steady -- steady under pressure, rooted in
6 community, and guided by principle.

7 So as long as I've known her, she
8 has always demonstrated a mastery of policy
9 oversight that's been the most important part,
10 listening, especially to families, youth, and
11 everyday Chicagoans who oftentimes do not feel
12 heard.

13 Her leadership style is the
14 combination of empathetic and effectiveness where
15 we are -- she is bridging the gap of
16 accountability and collaboration and saying that
17 reform is not just a word but a lived reality for
18 our neighborhoods in this City.

19 She understands that public safety
20 is not simply about enforcement, but it's about
21 empowerment. It's about creating systems that
22 are transparent, fair, and rooted in justice, and
23 she's proven that time and time again, especially
24 with conversations that I've had with her.

1 As individuals, you know, I'm a
2 coalition builder as well as been in many
3 coalitions and spaces, and we can't do this work
4 without getting the voice of the people. And I
5 believe under her presidency, I'm confident she
6 will be able to move this vision forward,
7 balancing transparency and ensuring the voices in
8 communities will remain heard.

9 Once again, I wanted to say today,
10 I'm proud to support her and all things that she
11 is doing. And just keep up the good work, the
12 good fight. We see you and hear you. We're here
13 for you.

14 INTERIM PRESIDENT TERRY: Thank you. Our
15 next three speakers Jackson Patton, Devin
16 Gourdine, and Jackie Baldwin.

17 MR. PATTON: My name is Jackson Patton.
18 J-A-C-K-S-O-N, P-A-T-T-O-N. I live in Back of
19 the Yards. I have been teargassed on a
20 residential street, along with other unarmed
21 residents, including nearby children. The police
22 were there, not to protect us but to protect ICE.

23 Additionally, in my neighborhood,
24 the police have been harassing community members

1 who are trying to document what ICE is doing in
2 our communities, which is legal to do so. And we
3 need to be able to document these things because
4 we're finding that ICE is violating people's
5 rights, including the rights of legal citizens.
6 And the people who are supposed to be sworn to
7 protect our City should not be preventing us from
8 doing that.

9 And so I feel that for that reason
10 and other reasons that have been ongoing in this
11 City, including pretextual traffic stops, that
12 police accountability in Chicago is an emergency.
13 It's an emergency to include community input in
14 policy. And I believe that Commissioner Minor
15 has been very intentional about listening to the
16 community.

17 And so tonight I want to ask the
18 Commission to really consider Commissioner Minor
19 for the presidency. Thank you.

20 INTERIM PRESIDENT TERRY: Thank you.

21 MR. GOURDINE: Good evening. My name is
22 Devan Gourdine. D-E-V-A-N, G-O-U-R-D-I-N-E.

23 I proudly support Remel Terry for
24 president of Chicago's Community Commission for

1 Public Safety and Accountability. Her leadership
2 has been standard principle and rooted in
3 community accountability, from championing
4 fairness in policing policies to strengthening
5 public oversight. Remel has showed the courage
6 and commitment our City needs at this moment.
7 I'm confident that she will continue to put the
8 people of Chicago first and ensure our public
9 safety systems reflect transparency, justice, and
10 trust.

11 And I would like to also say that I
12 noticed that in this forum, there are other
13 communities that share in this Commission, and
14 it's important that each of us support each other
15 in a way that it reflects the fabric of this
16 City, and Remel has constantly shown up when her
17 people needed her, and that's important, because
18 we will not be the wildebeests of this City any
19 longer. We will be able to stand up and
20 articulate what our positions are and how we feel
21 and how we want to be led.

22 So thank you all for this time, and
23 I appreciate it. Thank you.

24 MS. BALDWIN: Good evening. It's Jackie

1 Baldwin. J-A-C-K-I-E, B-A-L-D-W-I-N.

2 Good evening. I'm with JCUA which
3 is part of the GAPA and ECPS coalitions.

4 As always, I'd like to thank the
5 Commissioners for their continued service and for
6 all the Chicagoans who show up every month in
7 support.

8 We want to affirm our support for
9 the continued success of this Commission.

10 The ECPS coalition fought hard
11 alongside faith leaders, labor, and community
12 organizations to create this body because we
13 believe in its purpose, to ensure that Chicago
14 has real community-driven oversight and
15 accountability in policing.

16 As you elect your next president
17 this evening, we urge you to remember why this
18 Commission exists. It was born out of the demand
19 for accountability, for an end to practices like
20 pretextual traffic stops, and for a system that
21 answers to the people that are most harmed by
22 police misconduct. Whoever leads this body must
23 continue that mission.

24 The people of Chicago need a

1 Commission that remains independent, pro
2 accountability, and grounded in community.

3 We believe in this Commission's
4 role, and we're counting on whoever becomes the
5 next president of the Commission to uphold these
6 values and work to end the narrative that has
7 existed too long in Chicago; that the police are
8 being pitted against community, and that needs to
9 end. Thank you very much for your service. Good
10 evening.

11 INTERIM PRESIDENT TERRY: Thank you. Our
12 last two speakers are Tyrina Newkirk Sutton and
13 then we have a virtual, Lavina Sabree.

14 VICE PRESIDENT TERRY: Good evening,
15 everyone. My name is Tyrina Newkirk Sutton,
16 S-U-T-T-O-N. I'm here on behalf of the Chicago
17 west side branch NAACP. I serve as second vice
18 president. I would like to go on public record
19 in support of Remel Terry as our next president
20 of the CCPSA, and I say "our" because this
21 Commission in particular is a commission of the
22 people.

23 I would love to acknowledge the
24 fact that the Consent Decree, which was heavily

1 pushed by the Chicago west-side branch NAACP,
2 laid the groundwork for what we see before you,
3 and Remel Terry has been a part of that work
4 since the very beginning.

5 For the past 20 plus years, she
6 served her community and has been committed to
7 fighting for racial justice, police
8 accountability, and has made significant strides
9 in improving Chicago's crim -- in the criminal
10 justice space.

11 Her years of experience and
12 expertise will allow her to bring wisdom to the
13 role that the other candidate unfortunately has
14 not had the opportunity to gain due to this being
15 earlier in her career.

16 I'd also like to point out that
17 Remel Terry has served with integrity for over
18 two decades to the people of Chicago and several
19 positions across the NAACP, as well as our former
20 Mayor Lori Lightfoot, and has previously served
21 on the Police Accountability Commission.

22 I can't understand why anyone else
23 would be considered more qualified.

24 And I would just like to say -- to

1 close, that when we talk about community, we have
2 to be honest and operate in truth. And while I
3 understand that there are differences in views,
4 we have to be clear about the fact that blood,
5 sweat, and tears have been shed on behalf of
6 black people on Chicago's west side by Remel
7 Terry, and she will continue to do this work
8 alongside her fellow Commissioners in the future.
9 Thank you.

10 MS. SABREE: Good evening, Commissioners. My
11 name is Luvina Sabree, and I would like to speak
12 on behalf of Remel Terry.

13 Remel, she proudly serves in a
14 volunteer capacity with the NAACP -- west side
15 NAACP for over 16 years. She steadfastly
16 advocated for equity and restitution across all
17 facets of life, impacting Chicago's black
18 community.

19 She is a former ALSD lead. She
20 supports local organizations in delivering
21 impactful educational programming.

22 As a disabled veteran -- for those
23 of you that are veterans, you will understand
24 this statement that I am about to make, but those

1 of you that aren't, I would like to explain to
2 you the gravity of this statement that I'm about
3 to make.

4 As a former soldier, normally we
5 wouldn't want to go to war, but if we had to go
6 to war, we will want to go to war with a leader
7 that will serve us and do what's right by us.
8 And by me saying this, I will follow Remel Terry
9 in any war on any day.

10 I strongly encourage all of you to
11 vote for Remel Terry for president. Thank you.

12 INTERIM PRESIDENT TERRY: Thank you. We've
13 reached the end of public comment period. Thank
14 you, again, to all of our speakers. We value
15 your input.

16 The next order of business is the
17 approval of the minutes.

18 Before today's meeting, the draft
19 minutes of the Commission's regular meeting held
20 on September 25th were shared with all
21 Commissioners.

22 Are there any corrections to the
23 draft minutes that have been circulated? There
24 are no corrections. I move to approve the

1 minutes.

2 COMMISSIONER DRIVER: Second.

3 INTERIM PRESIDENT TERRY: I have moved to
4 approve the minutes of the Community Commission's
5 meeting held on September 25th. Commissioner
6 Driver has seconded. Is there any debate on the
7 motion? Hearing none, we will move to a vote.
8 All of those in favor, signal by saying aye to
9 approve the minutes of the September 25th
10 Commission meeting.

11 (CHORUS OF AYES.)

12 INTERIM PRESIDENT TERRY: Any opposed?

13 (NO RESPONSE.)

14 INTERIM PRESIDENT TERRY: Motion passes.

15 Our new business. Our next order of
16 business will be new business. The first item is
17 Commission elections.

18 At the Commission's August meeting,
19 Commissioner Driver announced that he will be
20 stepping down as Commission president.

21 According to the Commission's
22 bylaws, nominations for Commission officer
23 positions happen in one meeting and elections to
24 fill the position happen in the subsequent

1 meeting.

2 At the Commission's September
3 meeting, Commissioner Minor and Commissioner
4 Terry, myself, were nominated to fill the vacancy
5 created by Commissioner Driver stepping down.
6 Today, we will be voting for Commission
7 president. To do this, each Commissioner will
8 indicate their vote for president in a roll call
9 vote. When I call each Commissioner's name, they
10 will indicate their vote by saying the name of
11 the person who they are voting for to be
12 president of the Commission.

13 Again, the two acceptable responses
14 to the question are either Commissioner Minor,
15 Commissioner Terry. With that, I move to open
16 voting.

17 COMMISSIONER RUBI NAVARIJO: Second.

18 INTERIM PRESIDENT TERRY: I have moved to
19 open voting. And Commissioner Rubi Navarijo has
20 seconded, and the voting will commence.

21 I'll call each commissioner in
22 alphabetical order. Commissioner Driver.

23 COMMISSIONER DRIVER: Terry.

24 INTERIM PRESIDENT TERRY: Commissioner

1 Gottlieb.

2 COMMISSIONER GOTTLIEB: Minor.

3 INTERIM PRESIDENT TERRY: Commissioner Minor.

4 COMMISSIONER MINOR: Minor.

5 INTERIM PRESIDENT TERRY: Commissioner
6 Piemonte.

7 COMMISSIONER PIEMONTE: Minor.

8 INTERIM PRESIDENT TERRY: Commissioner Rubi
9 Navarijo.

10 COMMISSIONER RUBI NAVARIJO: Terry.

11 INTERIM PRESIDENT TERRY: Commissioner Terry.
12 Terry.

13 Commissioner Wortham.

14 COMMISSIONER WORTHAM: Commissioner Terry.

15 INTERIM PRESIDENT TERRY: With Commissioner
16 Minor having received three votes, and
17 Commissioner Terry having received four votes,
18 Commissioner Terry has been elected as president
19 of the Community Commission for Public Safety and
20 Accountability.

21 I would first like to thank my
22 colleagues for their support and their confidence
23 in my serving as the president of our very
24 important and very necessary Commission.

1 I also want to acknowledge and give
2 a big shout-out to the first Commission
3 president, Anthony Driver Jr, whom I've had the
4 honor of serving alongside since the inception of
5 this body.

6 While many seek to be divisive and
7 oppositional, I watched him work tirelessly in
8 moments of thanklessness to ensure all Chicagoans
9 were respectively represented in our pursuit of
10 collaborative public safety and accountability
11 solutions.

12 As a Chicago native and a west-side
13 champion, I understand, respect, and value the
14 work of those that came before me and those whom
15 shoulders I stand on today.

16 I did not come to this work because
17 of a job that paid me to care, nor was it
18 appealing because of the possibility of an
19 appointed position or presidential title.

20 I do not carry the guilt of
21 perceived privilege, nor do I carry or harbor
22 hatred for any institution.

23 This passion has burned inside of me
24 since I was a child, dreaming of a world where

1 there was no trauma, violence or anything else
2 negative; instead, there was always peace and
3 harmony.

4 As many black people in this nation,
5 and as someone who grew up in the Chicago Housing
6 Authority development Rockwell Gardens, I have
7 been on a journey of healing from a level of
8 trauma that anyone would deem unfathomable.

9 I am from the era of the Chicago
10 Police Department's bail-out boys and experienced
11 having to seek refuge as to not get snatched up
12 in the chaos.

13 I have witnessed the eventual rage
14 following the implementation of the crime bill
15 and know firsthand how those initiatives
16 terrorized and traumatized black communities
17 while tearing apart families with no regard of
18 innocence versus guilt.

19 Today, black communities are still
20 reeling from their impact as we continue to make
21 strides towards rebuilding and stabilization.

22 These are just a few of the lived
23 experiences I come with in this space.

24 So what did I do? I took action to

1 give my time, intelligence, and skills without
2 pay to do what I could within my given capacity
3 to be the change I desire to seek.

4 I have spent the last 15 plus years
5 of my life volunteering and serving on behalf of
6 black people in pursuit of equity.

7 The work that led to this Commission
8 began well before the passing of the 2021 ECPS
9 ordinance. It predates the work I've done with
10 the late Lorenzo Davis, a former Independent
11 Police Review Authority supervisor who was
12 awarded his lawsuit which highlighted the bias of
13 IPRA leadership.

14 It predates the work I've done to
15 bring the Department of Justice to Chicago to
16 achieve reform which led to the current Consent
17 Decree.

18 It predates the work I've done in
19 relation to the police accountability task force
20 which included recommendations to the Collective
21 Bargaining Agreement which now reflects changes
22 to Rule 14, and it predates my service as an
23 original community advisory member of the
24 Civilian Office of Police Accountability.

1 What those who sought to oppose me
2 cannot say is I'm not deeply rooted and well
3 vetted.

4 They cannot say that since my tenure
5 on this Commission, that I had not been
6 approachable and accommodating to the many
7 requests I've received. What they also cannot
8 say is that I have leveraged them from my
9 personal advancement as if solutions to the
10 plight of black Chicagoans can be packaged in a
11 singular platform.

12 Furthermore, what they will not say
13 is how there have been attempts to bully and
14 intimidate me directly and indirectly, including
15 contacting my employer.

16 The truth of the matter is it's
17 because I sit firm on my concerns about
18 implementing restrictions that were placed on the
19 most impacted which the data has historically
20 shown is black people in precarious positions due
21 to the apparent inconsistencies in their
22 applicability.

23 As the president of the Community
24 Commission for Public Safety and Accountability,

1 I commit to continuing to serve with integrity,
2 which looks like not leveraging others to bully
3 and intimidate my colleagues when our opinions
4 differ.

5 It also looks like not defaming
6 their characters and the work that they've done.

7 I commit to continuing to lead with
8 the courage of my convictions by pushing to
9 ensure that what is needed for those most
10 impacted is at the center of the work, and that
11 this body operates in a fashion that demonstrates
12 longevity.

13 I also commit to continuing my
14 pursuit of partnership and availing myself to
15 those seeking to build and work collaboratively,
16 which does not mean always agreeing.

17 I want to close by saying thank you
18 to my fellow Commissioners, my District Council
19 colleagues and staff for their efforts towards
20 the mission set before us.

21 There's some real systemic change we
22 can achieve, and I look forward to ensuring we
23 center authentic voices of the most impacted who
24 desire accountability and are demanding public

1 safety for their communities.

2 When it comes to the purposeful
3 passion I possess, I hope and pray that it
4 spreads like a wildfire.

5 With that being said, on to our next
6 order of business.

7 Being that I have been elected as
8 Commission president, this creates a vacancy in
9 the position of vice president.

10 As I noted earlier, according to our
11 bylaws, nomination for Commission officers
12 happens in one meeting and the election to fill
13 that position happens in a subsequent meeting.

14 Today, we will make nominations to
15 fill the vacancy created by Commissioner Terry as
16 becoming president.

17 At our November meeting, we will
18 vote to elect a new commissioner to be vice
19 president. Do we have any nominations?

20 COMMISSIONER GOTTLIEB: Yeah. I nominate
21 Commissioner Minor.

22 INTERIM PRESIDENT TERRY: Commissioner Minor
23 has been nominated.

24 COMMISSIONER DRIVER: Nominate Commissioner

1 Rubi Navarijo.

2 INTERIM PRESIDENT TERRY: Commissioner Angel
3 Rubi Navarijo has also been nominated.

4 Do we have any additional
5 nominations?

6 Okay. The nominations are now
7 closed with Commissioner Minor being nominated
8 and also Rubi Navarijo being nominated.

9 Next we have our reports and
10 updates. So our next order of business will
11 begin with an update from Commissioner Wortham
12 related to traffic stops.

13 COMMISSIONER WORTHAM: Thank you, President
14 Terry. So as many of you mentioned in public
15 comment, we all know that the traffic stop issue
16 is ongoing and the Commission continues its work
17 in that regard.

18 So just for a way of brief review,
19 a little over a year ago, the Independent Monitor
20 recommended -- the Independent Monitor in the
21 Consent Decree, of course between the City of
22 Chicago and State of Illinois, recommended that
23 traffic stops by the Chicago Police Department be
24 added to the Consent Decree. What would that

1 mean as it relates to the Commission? It would
2 mean that traffic stops and related policy would
3 then be governed by the Consent Decree process,
4 which would be different than our normal
5 policy-making process that we have, of course,
6 for the Commission.

7 So if traffic stops are not added to
8 the Consent Decree, of course the normal
9 Commission policy-making process would continue.

10 What we did with that
11 recommendation, the Commission entered into an
12 agreement with the Chicago Police Department to
13 ensure that if traffic stops are added to the
14 Consent Decree, the Commission will continue to
15 play a significant role in the policy-making
16 process.

17 So as many of you know, President
18 Terry and I serve on the policy making --
19 policy -- Chicago Police Department Policy
20 Working Group. Of course with the direction of
21 the full Commission, we continue to work on this
22 traffic stop policy. So we're working with the
23 Chicago Police Department, the Illinois Attorney
24 General's Office, and the Independent Monitor to

1 try to come to an agreement regarding the traffic
2 stop policy.

3 The last time we met was in
4 September, so an update regarding a future
5 meeting is pending.

6 But the most important part,
7 perhaps most important, is we continue to gather
8 feedback from the community. So I think I say
9 this at every meeting. I know a lot of our
10 colleagues say this. We would really continue to
11 like to hear from the community on your
12 perspective on traffic stops. That's what it
13 should be about. So whatever your perspective
14 may be, we want to hear from you. So please
15 encourage your friends and neighbors and
16 colleagues to give feedback to the Commission on
17 this issue. The work is not finished. Many of
18 you were at our meeting. We did take a recent
19 vote, but we want to hear the feedback because
20 the work is not finished.

21 To that end, over the past year, the
22 Commission has held various meetings, listening
23 sessions throughout the City. We had a focus
24 group with youth, justice-impacted organizations,

1 the disability community, law enforcement. We
2 also had our online feedback form, I guess we're
3 calling it, to get community feedback on this
4 issue.

5 So you guys have those opportunities
6 to continue to give your feedback. Please
7 continue to do that.

8 I think that is the update on that.
9 That's all I have. Any questions?

10 INTERIM PRESIDENT TERRY: Any questions?
11 Thank you, Commissioner Wortham.

12 Now I would like to provide an
13 update on the search for the next Chief
14 Administrator of the Civilian Office of Police
15 Accountability, also known as COPA.

16 Last February, the COPA chief
17 administrator resigned. The Mayor appointed an
18 interim Chief Administrator to lead the work
19 and -- to lead the work, and by law, when the
20 Chief Administrator position is vacant, the
21 Commission must lead a national search to find
22 the Chief Administrator. The Commission must
23 select one candidate to be Chief Administrator of
24 COPA. The mayor then has 30 days to provide

1 written input on the candidate the Commission
2 selected. Then the Commission's candidate goes
3 to City Council for committee hearing and a
4 committee vote, and then to the full City Council
5 for a vote.

6 In September, the Commission put out
7 an application for COPA Chief Administrator. We
8 received 24 applications from candidates around
9 the country, and we carefully reviewed all the
10 applications.

11 On Monday, October 27th, the
12 Commission met in a closed session to decide on
13 which candidates to interview for the COPA chief
14 administrator role. We have a strong pool of
15 candidates and ultimately decided to interview
16 five candidates.

17 After the first round of interviews,
18 we will narrow down the list of candidates and
19 have a second round of interviews with the
20 finalists.

21 We expect to select a candidate to
22 send to the Mayor and City Council before end of
23 the year and will continue to provide updates on
24 the process at Commission meetings.

1 Are there any questions from the
2 Commission?

3 COMMISSIONER RUBI NAVARIJO: I have one
4 question. What committee does the Chief
5 Administrator go to in City Council once we
6 decide and the Mayor picks, do we know?

7 COMMISSIONER DRIVER: So it used to be the
8 Public Safety Committee, but once they created
9 the Police and Fire Committee -- correct me if
10 I'm wrong, Adam, but everything that is
11 Commission oriented goes under Chairman
12 Taliaferro's Police and Fire Committee.

13 COMMISSIONER RUBI NAVARIJO: Thank you.

14 INTERIM PRESIDENT TERRY: Thank you. Next we
15 will hear from Commissioner Minor and
16 Commissioner Driver on the CPD Goals Working
17 Group with an update on the goals that the
18 Commission sets every year for CPD
19 Superintendent.

20 COMMISSIONER DRIVER: Thank you, President
21 Terry, and congratulations.

22 For this year, the Commission set
23 six goals for the Superintendent. The goals
24 cover the following topics: Traffic stops,

1 workforce allocation, the implementation of two
2 Commission-passed policies, community policing,
3 officer wellness, and victims' services.

4 Here are the updates on those six
5 goals. Workforce Allocation. This goal focuses
6 on CPD's completion of its Workforce Allocation
7 Study and the implementation of that study.

8 The vendor working on CPD's
9 workforce allocation study is on track to deliver
10 a first draft recommendation by the end of
11 November 2025 and final report by the end of the
12 year.

13 Last Thursday, CPD held a webinar
14 updating the public on its progress and posted an
15 executive summary on the work done thus far on
16 its website. Two reports related to the
17 workforce allocation study are forthcoming. The
18 development of an implementation plan will likely
19 happen during the first quarter of 2026.

20 Community Policing. This goal
21 centers on building and fostering a true
22 collaborative partnership between community
23 members and CPD. There are two objectives. The
24 first objective is to complete the Community

1 Policing Assessment and begin implementing
2 reforms. CPD anticipates the full assessment
3 will be completed by the end of the year. This
4 will include a thorough review of current program
5 offerings, roles and responsibilities, community
6 partnerships, training, and performance metrics.

7 The Superintendent was originally
8 supposed to present on this at a Commission
9 meeting in the third quarter; that presentation
10 is postponed until the full workforce allocation
11 assessment is complete. At that time, we will
12 work with CPD to schedule a presentation at one
13 of our monthly meetings.

14 The second community policing
15 objective is to successfully implement General
16 Order GO1-11, which is a CPD policy that guides
17 the relationship between District Councils and
18 District Commanders.

19 In the third quarter of this year,
20 CPD requested that the Commission hold off on
21 conducting an assessment of interaction between
22 CPD, District Commanders, and District Council
23 members until the middle of 2026 so that CPD can
24 have a full year to work on implementation of the

1 policy before it gets assessed. The Commission's
2 CPD Working Group agreed, and this goal will not
3 be assessed in 2025.

4 I'll pass to Commissioner Minor.

5 COMMISSIONER MINOR: Thank you.

6 Congratulations.

7 In November of 2023, the Commission
8 passed a policy which clarified and strengthened
9 CPD's ban on police officers belonging to,
10 participating in or associating with criminal or
11 biased organizations.

12 To the point of the public comment
13 today, I will be going on a report about my work
14 on the Mayoral Task Force, as well as giving some
15 history on the work that we have done. I
16 traditionally do these reports at every
17 Commission meeting, but there has been District
18 Councilors who have wanted a written report,
19 District 17 namely. For any other District
20 Councilors who want this report written, please
21 feel free to discuss this with me after this
22 meeting. I'd like to make sure you get this
23 information because I believe it's important.

24 This goal focuses on evaluating how

1 CPD is enforcing the policy.

2 In the third quarter, the database
3 that CPD's Bureau of Internal Affairs and COPA
4 use to track complaints and investigations about
5 police misconduct implemented mechanisms to track
6 those related to the policy on associations with
7 criminal and biased organizations. In its
8 forthcoming second quarter report, BIA will
9 provide data for alleged member involvement in
10 criminal and biased organizations based on a
11 complaint tracker.

12 BIA also developed an e-learning
13 training on the new policy in the third quarter.
14 This training will be -- was submitted to the
15 Independent Monitor for review, and the
16 Department is awaiting feedback and approval from
17 the Independent Monitor.

18 Member Wellness and Support. For
19 the last two years, one of the Commission's
20 Superintendent annual goals for the
21 Superintendent has been to continue improving
22 CPD's facilities.

23 CPD has been holding monthly
24 meetings with other City departments to address

1 progress that the City is making on facility
2 improvement progress, and to identify new
3 projects and maintenance issues.

4 Commissioner Minor, myself, and
5 CCPSA staff were able to observe one of these
6 meetings and witness in real time how effective
7 these meetings have been.

8 It has been have very effective. It
9 was a great meeting.

10 This goal also evaluates CPD's
11 progress on developing an early intervention and
12 support system, or EIS system, to identify police
13 officers whose behavior suggests they may be at
14 risk of problems for the future.

15 The EIS system will be a part of a
16 larger effort to support Department members'
17 mental and physical health and address the
18 possible behaviors identified.

19 During the third quarter, CPD
20 continues to work with a third-party contractor
21 to develop the new EIS system. CPD is aiming to
22 implement the system through a comprehensive
23 training that will be given to supervisors in
24 2026.

1 Additionally, once the system is
2 ready for implementation and CPD has received
3 final approval on the policy from the Independent
4 Monitor and OAG, CPD plans to post the EIS policy
5 for public comment on its website.

6 Now I'd like to continue with victim
7 services which is something I am very committed
8 to and super excited for this update.

9 The Commission's final goal for the
10 Superintendent focuses on the Department's Office
11 of Victim Services which provides assistance to
12 victims of domestic violence and nonfatal
13 shootings in several districts.

14 In the third quarter, CPD has been
15 working on updating its policy on crime victim
16 assistance. An updated draft of the policy is
17 expected in the fourth quarter of this year.

18 They have also onboarded multiple
19 victim service advocates, which I am very excited
20 about as well.

21 Thank you so much.

22 INTERIM PRESIDENT TERRY: Thank you,
23 Commissioner Driver and Commissioner Minor.

24 Are there any questions from the

1 Commission? All right.

2 Next we'll have an update from
3 Commissioner Gottlieb on the COPA Goals Working
4 Group.

5 COMMISSIONER GOTTLIEB: Thanks, President
6 Terry, and congratulations.

7 So the Commission established four
8 goals for the COPA chief administrator. Goal one
9 is to draft guidelines around COPA's
10 communications with media and other stakeholders
11 when investigations are open. The Commission has
12 received a draft of the guidance. We reviewed it
13 carefully and provided feedback to COPA, and we
14 look forward to finalizing this hopefully in the
15 next few weeks.

16 The second goal is to implement a
17 robust system for analyzing and addressing
18 patterns and practices of police misconduct in
19 order to address misconduct systematically,
20 rather than exclusively on a case-by-case basis.

21 The Commission has provided COPA
22 with recommendations with how it can improve its
23 current policy.

24 We look forward to continuing to

1 work with COPA on this.

2 The third goal is to incorporate
3 community stakeholder input into the mediation
4 program that COPA is developing.

5 Every month, the Commission
6 receives and reviews updates regarding COPA's
7 mediation program. Based on these reports, we
8 think COPA is making significant progress.

9 In the Commission's work with COPA,
10 the Commission has emphasized that District
11 Council members should play a significant role in
12 the development of the mediation program.
13 Several District Council members are working
14 directly with COPA's Director of Mediation,
15 Diasha Muhammad, on the development of the
16 mediation program.

17 There have been several joint
18 DC/COPA community engagements on this topic. The
19 District Council work group helped to establish
20 the qualifications for mediators and make
21 recommendations for a steering committee that
22 will select mediators. All District Councilors
23 were encouraged to send a representative from
24 their district. COPA is now setting up a

1 steering committee to help identify community
2 mediators and to determine qualifications for
3 those mediators.

4 Members of the Commission and
5 District Councils are helping to identify and
6 select steering committee members. COPA will
7 present its progress o this policy at a future
8 Commission meeting.

9 The fourth goal is to draft and
10 implement a policy that defines and supports a
11 more collaborative relationship between COPA and
12 CCPSA.

13 The Commission and COPA have
14 drafted a Memorandum of Understanding. It's in
15 the process of being finalized. We have also
16 encouraged COPA to work on internal guidance for
17 its work with District Councilors.

18 INTERIM PRESIDENT TERRY: Thank you,
19 Commissioner Gottlieb. Are there any questions?

20 Next, we'll have an update from
21 Commissioner Rubi Navarijo on the Police Board's
22 2025 goals.

23 COMMISSIONER RUBI NAVARIJO: Thank you.
24 Congratulations, President Terry.

1 The Commission set the following
2 goal for the Police Board President in 2025. The
3 Police Board President will (1) work with the
4 Board to conduct the comprehensive sufficient
5 review of CPD rules and regulations to determine
6 which existing rules and regulations should be
7 revised, modified, or deleted, and to identify
8 new rules and regulations that should be
9 implemented to ensure that the Chicago Police
10 Department's rules and regulations align with the
11 principles of 21st century constitutional
12 policing, promote transparency and
13 accountability, enhance community trust, and
14 foster equitable and effective law enforcement
15 practices. That was a really long first one.
16 Number 2, develop a process to conduct the review
17 and revision of the rulings. And, (3), hold
18 listening sessions with stakeholders to discuss
19 their views on selected areas for proposed
20 changes to the rules and regulations and a
21 process for undertaking the review, which will
22 maximize public input and transparency.

23 The Police Board is in the process
24 of finalizing its review of the rules. As part

1 of this process, the Police Board will develop a
2 process for community feedback that we anticipate
3 will begin sometime next year.

4 We will keep you updated on this
5 process, and I'll pass it back to President
6 Terry.

7 INTERIM PRESIDENT TERRY: Thank you,
8 Commissioner Rubi Navarijo. Are there any
9 questions?

10 Next, we will turn it back over to
11 Commissioner Gottlieb to give us an update
12 regarding the recommendations to CPD's budget.

13 COMMISSIONER GOTTLIEB: Thanks, President
14 Terry.

15 First, I want to thank everyone who
16 has already shared their thoughts on the budget.

17 By ordinance, the Commission is
18 required to review and, if needed, recommend
19 changes to the proposed CPD budget appropriation
20 every year prior to City Council voting on it.

21 Since the Commission was formed in
22 2022, budget reports have highlighted the
23 Commission's identified priority areas for
24 strategic investments in CPD's budget.

1 The Commission has made
2 recommendations on priorities such as workforce
3 allocation, community policing, officer wellness,
4 and reducing legal judgements.

5 The Commission does not receive the
6 proposed CPD budget until it is made public which
7 this year was on October 16th.

8 We have around two weeks between
9 when the budget is released and when City Council
10 has its hearing on the CPD budget.

11 So before the proposed budget was
12 released, we looked back at previous CPD budgets,
13 budget-related issues that Commissioners have
14 focused on, issues that have come up in public
15 comments and other community input the Commission
16 has received. Based on all these sources, we
17 developed four preliminary priorities to focus
18 our review of CPD's proposed 2026 budget. These
19 topics include support for the Bureau of
20 Detectives and investigations, Consent Decree
21 policy implementation, CPD vacancies, and
22 resource allocation, and legal judgements, and
23 risk assessment.

24 We look forward to hearing from CPD

1 later tonight on their proposed 2026 budget, and
2 I pass it back to you, President.

3 INTERIM PRESIDENT TERRY: Thank you,
4 Commissioner Gottlieb. Are there any questions
5 from the Commission? Are there any other updates
6 on Commission work?

7 COMMISSIONER MINOR: Yes. I have an update.
8 Thank you. So I wanted to provide an update on
9 the matter of community engagement. This month
10 has been full of meaningful opportunities to
11 connect, listen, and build with residents across
12 our City, and I wanted to highlight some of those
13 engagements that I had the opportunity to join in
14 on.

15 First, I want to recognize the
16 brave students of Little Village High School.
17 They had did a walkout in resistance to some of
18 ICE activities that they saw in their community.
19 I had the privilege of joining those students as
20 well as Alderman Rodriguez, and I just wanted to
21 give them time and space to shout them out for
22 all the great work they are doing.

23 I also had the privilege of joining
24 6th District policing community initiative for

1 four consecutive weeks, together with faith
2 leaders, community advocates, and members of the
3 Chicago Police Department. We've been able to
4 gather in prayer and conversation in the Auburn
5 Gresham community, that is very special to me
6 because that's the neighborhood my parents fell
7 in love, and that's the neighborhood I called
8 home for quite a while.

9 So I'm very grateful for Officer
10 Jess Scott and Pastor DeShawn for their continued
11 dedication to our community members, to keeping
12 them safe and spiritually grounded.

13 I also want to talk about a matter
14 that impacts all of us. There has been several
15 attacks on birthright citizenship, fair electoral
16 representation, and voting rights. So this
17 Saturday, I will be hosting a fair elections town
18 hall to ensure that every resident has an equal
19 voice and fair chance at representation under the
20 law. So please feel free to join me, Alderman
21 Matt Martin, the People's Lobby, and the Fair
22 Election Coalition this Saturday at 11:00 a.m. at
23 2141 South 10. We will be discussing about
24 election integrity, as well as the fair election

1 ordinance.

2 Chicago is one of the largest
3 cities in the country without any public
4 financing of elections.

5 Finally, I want to just give an
6 opportunity to shout out Harold Washington
7 College and their BSU. The leader of the BSU is
8 in the audience today.

9 Recently, I was able to meet with
10 them and engage with the students about the
11 Commission, District Councilors, as well as some
12 of the work that has happened within the
13 Commission space. I've been able to meet with
14 these young folks often because they are often
15 involved. I met them at the Mayor's Roundtable
16 Talk, and I'm so grateful for the opportunity to
17 collaborate with their college and tell them
18 about our Commission.

19 I think it is very important that
20 we are engaging with the youth and letting them
21 know that this exists.

22 There is an opportunity for the
23 youth commissioners to present the City of
24 Chicago, and I think it's very important that we

1 have strong successors.

2 So for any other folks that's
3 connected with the youth or any other community
4 advocates that want to hear more from the
5 Commission, I am definitely willing to
6 collaborate and share space with you all.

7 I thank you for the opportunity to
8 give this update.

9 INTERIM PRESIDENT TERRY: Thank you. Do we
10 have any other updates? I do want to quickly
11 share that last week we had the opportunity --
12 37th Ward Alderman Emma Mitts invited the
13 Commission out to have a conversation about the
14 Commission. There was a lot of interest. And I
15 will say, if we have any members of 11, 15, and
16 25, those residents would love for you to attend,
17 if possible, Alderman Mitts' meeting to share in
18 some of the work that's happening, because within
19 her ward, all three of those districts -- her
20 ward compasses all three of those districts. So
21 just wanted to share that information out.
22 Anyone else?

23 Now we will move on to a
24 presentation from the Chicago Police Department

1 Deputy Director Ryan Fitzsimons regarding the
2 Department's 2026 budget.

3 MR. FITZSIMONS: All right. Good afternoon.
4 Or I guess good evening, Commissioners. Good
5 evening members of the community. We got a deck.
6 If we can put that up on -- there we are. All
7 right. So if we could move to the next slide.
8 So the budget -- as we know, not a ton of huge
9 changes in the 2026 budget as compared to the
10 2025 budget. Some of the big changes that you'll
11 see in looking at the budget is our overtime has
12 been right-sized.

13 So in 2024, we expended close to
14 \$237 million in overtime. We were budgeted for
15 100 million. We're bringing that figure back
16 into alignment to where we can actually set some
17 more -- some standards that we can hold people
18 accountable to. So we're going from 100 million
19 to 200 million.

20 One other thing that you will see
21 in our budget, we're moving 31 individuals from
22 our professional counseling division off the
23 Corporate Fund onto the Community Safety Fund.
24 The Community Safety Fund is using revenue from

1 the proposed head tax.

2 And then the last big thing you
3 will see is our turnover figure is increasing
4 from 78 million to 90 million.

5 So, essentially, what turnover is
6 is it is the value of vacancies that have not
7 been filled, and then you put a negative figure
8 there. Right? If I have a hundred officers, and
9 I fund all of them, I'll have zero dollars in
10 turnover. If I only fund 90 percent of them,
11 then only 10 percent will be turnover. So the
12 higher your turnover, the fewer positions that
13 you are allowed to hire for earlier in the year.
14 So kind of what this figure is showing is your
15 hiring will be delayed until later in the year.
16 Next slide.

17 Some of our big achievements this
18 year, we hired approximately 90 civilian staff as
19 of November 3rd. 77 of these individuals will be
20 working directly on the Consent Decree. This is
21 a priority for us because, as you know, many
22 other large police departments tend to be 20 to
23 30 percent civilian. CPD is 6 percent civilian.
24 So we're pushing forward on prioritizing, hiring

1 these civilian members, and especially those that
2 are key to implementing the Consent Decree.

3 As the Commissioners have already
4 spoken about, we've seen some real wins with our
5 victim services division.

6 We've brought on two assistant
7 directors to lead that division for program
8 directors to kind of serve as the middle
9 managers. And then 30 victim specialists are
10 already hired where we're trying to bring on the
11 remaining 25 by the end of this year. So we have
12 interviews scheduled for later the month of
13 November. And then we've also created dedicated
14 space in Roseland.

15 Overtime control. So we are trying
16 to get overtime more under control.

17 As you can see, we've gone from
18 about 174 million this time last year to 150
19 million this year, so we are trending in the
20 right direction.

21 And then last, but not least, you
22 are seeing major crime reduction with violent
23 crime down over 20 percent, homicides down nearly
24 30 percent, shooting incidents down approximately

1 35 percent, and robberies down nearly 35 percent.

2 So moving on to our next slide.

3 Some of our big initiatives that we are pushing
4 for 2026 are -- the first and foremost is records
5 management system. I'm feeling encouraged about
6 this initiative because we've gone through
7 procurement. I think we're getting close to
8 having a vendor selected.

9 Additionally, we've already budgeted
10 funding for this in the capital budget for next
11 year. And, as we all know, this is one of the
12 Consent Decree requirements that we need to put
13 in place. So we've already worked with
14 procurement, we worked with budget, and ideally
15 we can start building out the modules needed for
16 this in 2026.

17 So this is going to be a big win for
18 us where officers won't be spending as much time
19 doing paperwork, typing in the same 16-digit
20 number from one screen to the next.

21 It will autopopulate. Our data
22 silos will talk to each other. It is going to
23 make us much more efficient as an organization.

24 The next big thing next year is

1 workforce allocation. As the Commissioners
2 already spoke about, we anticipate that report
3 coming together in the next few months, and then
4 we can start working on the implementation next
5 year.

6 And then the last thing that I'm
7 really excited about, and this one is incoming at
8 taxpayer expense, is we're going to be working on
9 supervisor training funded by the Sue Ling Gin
10 Foundation and the Civic Committee.

11 So essentially what this is going to
12 do is it's a five-year partnership with the
13 University of Chicago to give our frontline
14 supervisors better training on how to lead our
15 members.

16 And then just one last slide. Our
17 closing basically here and our big bets are
18 trying to use technology to operate more
19 efficiently. We're trying to use data to
20 allocate scarce resources to optimize outcomes,
21 and we're going to keep investing in our
22 workforce to create well-trained supervisors who
23 can lead our members where they need to go. And
24 that's all I have, but I'd love to take any

1 questions from the Commission.

2 INTERIM PRESIDENT TERRY: Thank you. Any
3 questions?

4 COMMISSIONER DRIVER: Yeah. Why is --
5 counseling services was, I think, 3.7 million in
6 total for 31 positions? Did I have that right?
7 Can we go back to the first slide? Yeah, 3.7 for
8 31 positions. Why is that the only thing that's
9 moved from the Corporate Fund to the Community
10 Safety Fund?

11 MR. FITZSIMONS: That would be a question for
12 the Office of Budget and Management.

13 I learned about that when this
14 document was published.

15 COMMISSIONER DRIVER: And how many counselors
16 do we currently have?

17 MR. FITZSIMONS: So we just went through a
18 hiring sequence on that, so this number will be a
19 little bit low, but I believe -- let me find it
20 here. So right now we have three supervising
21 police mental health clinicians. We have 19
22 normal police mental health clinicians. So of
23 the titles that we have, 22 are already, and
24 we're looking to pick up three more.

1 COMMISSIONER DRIVER: Increase of 9 for next
2 year and tied to this new fund which is --

3 MR. FITZSIMONS: No. So the 31 that you are
4 seeing there, there's other things within
5 professional counseling division than just --

6 COMMISSIONER DRIVER: Is it 31 total -- is
7 that increasing at all next year?

8 MR. FITZSIMONS: No.

9 COMMISSIONER DRIVER: It's staying flat at
10 31?

11 MR. FITZSIMONS: Staying flat. Moving
12 essentially where that is in the budget from one
13 fund to the other.

14 COMMISSIONER DRIVER: And so it's funded
15 through the Community Safety Fund which comes
16 from the head tax, which is something that
17 majority of the City Council just wrote a letter
18 saying they didn't support, right?

19 Do you know if there's still room
20 to get this back into the Corporate Fund at all?
21 Has there been any discussion about that?

22 For me, personally, this is
23 something that was a blind spot when I first
24 joined this Commission and this Commission's

1 worked very hard on mental health resources
2 specifically, so I care a lot about it and
3 ensuring that it's fully staffed and stable and
4 sustainable, and that kind of -- it concerns me
5 that that's the only thing that's being moved
6 from the Corporate Fund to this new fund -- this
7 new Community Safety Fund.

8 MR. FITZSIMONS: Yeah. So we are not
9 consulted on the revenue side of this, so I don't
10 really know what budget plan B is if that revenue
11 source does not become available.

12 COMMISSIONER DRIVER: Thank you. Actually,
13 one more question. What's the projection -- I
14 see you are down to 149. So about 150 in
15 overtime through, I guess, the end of September.

16 MR. FITZSIMONS: Correct.

17 COMMISSIONER DRIVER: What is the projection
18 that we will be at by the end of the year?

19 MR. FITZSIMONS: Ballpark, plus or minus 20
20 million, somewhere in the neighborhood --

21 COMMISSIONER DRIVER: We're coming in
22 probably under 200 million for this year.

23 MR. FITZSIMONS: So this is kind of the part
24 that's difficult and why we need -- I don't know

1 if you ever have followed any of these things
2 about the new ERP system to kind of unify how the
3 City manages resources. So, essentially, the way
4 that I get that figure is we have a Tableau
5 dashboard. We pull in everything in our
6 antiquated CLEAR system and able to make some
7 projections, right.

8 There seems to be of a discrepancy
9 between the official financial systems that the
10 City has access to and kind of our internal
11 dashboards. So that figure is operationally what
12 I'm seeing.

13 I think we'll be ballpark plus or
14 minus 20 million within 200 million, but I don't
15 know exactly where.

16 COMMISSIONER DRIVER: I guess -- I didn't
17 need to like -- I understand you can't too in the
18 weeds and give me an exact number, but the 200
19 million cap for next year is really not impacting
20 the overtime budget because this year you are
21 more than likely going to come in under 200
22 million anyway. So it is setting a ceiling that
23 you are already meeting?

24 MR. FITZSIMONS: I mean the other thing to

1 keep in mind with this, too, is 200 million is
2 going to also have to factor in the cost of
3 living adjustments next year, so that's going to
4 be another 3 percent which when you pay that
5 added overtime, you're looking at 4 and a half
6 percent, so now you are looking at closer to
7 probably like another 10 million for 2026
8 expenditures compared to 2025 expenditures.

9 COMMISSIONER DRIVER: But more or less this
10 is staying flat year over year?

11 MR. FITZSIMONS: More or yes, yes. I mean
12 I'm seeing 200 million. I don't know if we're
13 going to hit it, but this is something where I'm
14 wanting to aggressively go after and try and stay
15 there. Right? So we're working with our data
16 science team that we stood up in our 2024 budget.
17 We put together a multi-variant regression to try
18 to allocate based on a number of factors, so we
19 are going to try and use data to the most extent
20 that we can to try and predict what spending
21 should look like by district.

22 COMMISSIONER DRIVER: Okay. And vacancies.
23 Did I miss that part? Did you cover that?

24 MR. FITZSIMONS: Do you want the number of

1 vacancies?

2 COMMISSIONER DRIVER: Are there vacancies
3 being cut?

4 MR. FITZSIMONS: You will see a few
5 vacancies, I think under ten, but a lot of things
6 like -- I think it's a total of 13, but it's
7 more paid-as sort of stuff.

8 So if you looked at the end of
9 2024, when they put the 2025 budget, do you
10 remember when they took out all the middle
11 managers, we lost all our assistant directors?
12 So, essentially, to make sure that we had that
13 leadership in place on the civilian side, we did
14 a paid-as process where we swapped 20 training
15 officers for ten assistant directors, so we're
16 going to see that net loss of ten show up in
17 2026, and then we've also had a few other things
18 like that where I think we traded like one
19 position at the training academy for an
20 administrative manager, like those sort of
21 things. Sometimes it's like -- I think we got
22 another chief operations analyst. You had to
23 give up like a data clerk and something else to
24 make that, so it's like two for one.

1 COMMISSIONER DRIVER: What was the faded
2 mount to unit?

3 MR. FITZSIMONS: The what?

4 MR. DRIVER: The horses. Are they still in
5 the budget?

6 MR. FITZSIMONS: Yes, the horses are still in
7 the budget.

8 COMMISSIONER DRIVER: Thank you.

9 INTERIM PRESIDENT TERRY: Are there any other
10 questions?

11 COMMISSIONER GOTTLIEB: Thank you. So I want
12 to talk a little bit about legal judgements.

13 Since 2019, legal judgements have
14 been budgeted for about the same amount each
15 year. The final expenditure amount has been
16 pretty far over what's budgeted. So I'm
17 wondering if that's the same this year as well,
18 at least in terms of what's being budgeted for
19 the next year right now. So I'm curious what
20 strategies you might have to help bring that
21 number down to get it closer to what is being
22 estimated in the budget?

23 MR. FITZSIMONS: Yeah. So I mean first and
24 foremost, I will say we are going to continue to

1 implement the reform of the Consent Decree to
2 make sure that we're ensuring greater
3 accountability for our officers and also training
4 to make sure we don't make mistakes in the first
5 place.

6 Beyond that, a lot of the legal
7 strategies where you are looking at a very large
8 number that has to be paid out. That is going to
9 be more so the arena of Department of Law and the
10 Office of Budget and Management, so we don't
11 really control that fund. I mean we control it
12 to the extent we're the subject of the
13 litigation, but as far as whether to settle, what
14 legal strategies to implement, that is not
15 something we're privy to.

16 COMMISSIONER GOTTLIEB: Do you control the
17 amount that's budgeted originally, or is that
18 number set by someone else? Like --

19 MR. FITZSIMONS: That number is set by City
20 Hall. Or, sorry, by Budget Office in City Hall.

21 COMMISSIONER GOTTLIEB: Thank you.

22 COMMISSIONER RUBI NAVARIJO: You mentioned
23 training. I see here that there is going to be a
24 loss of 21 training officers. Are those officers

1 being reassigned? This is under the Office of
2 Constitutional Policing and Reform or -- that's
3 correct, right?

4 MR. FITZSIMONS: Yeah. So the training
5 officers that you are seeing there, those aren't
6 sworn officers; those are civilian members.

7 Right now we are working to fill
8 those vacancies, so essentially what we did, it's
9 not like we're losing those members, we're losing
10 those vacancies, but what we did is we traded
11 that salary for positions that we think are going
12 to work better for us. Right? The two assistant
13 directors that we now have in victim services,
14 those came -- it was a two-for-one swap basically
15 to make the money flat. So we essentially paid
16 for those by swapping training officers.

17 COMMISSIONER RUBI NAVARIJO: And is that what
18 this says, the creation of 11 assistant directors
19 and one administrative manager, is that separate
20 what you're speaking about?

21 MR. FITZSIMONS: No, that's basically what it
22 is.

23 Sometimes when you're dealing with
24 like a large budget like this, there's certain

1 things that need to get swapped, fixed after the
2 fact. That is kind of what you're seeing there
3 where we were making sure that we were having the
4 title codes and the skill-sets that we needed to
5 implement our objectives and those of the City.

6 COMMISSIONER RUBI NAVARIJO: I wanted to ask
7 another question. What, if any, impact could the
8 continued immigration enforcement operations have
9 on CPD's budget?

10 In previous budget years, CPD
11 highlighted how the increase in migrants in
12 Chicago had impacted spending on officers. Does
13 this budget account for a continued federal
14 presence on immigration matters in Chicago?

15 MR. FITZSIMONS: So CPD is going to continue
16 to just keep steady state for what we're still
17 doing. We're not seeing a huge financial impact
18 on our operations. We're not having to expend a
19 lot of overtime for these operations that we're
20 seeing. So I don't see much in the financial
21 side of the house that it's going to impact us.

22 COMMISSIONER RUBI NAVARIJO: Thank you.

23 INTERIM PRESIDENT TERRY: Commissioner
24 Wortham.

1 COMMISSIONER WORTHAM: Thank you for your
2 presentation.

3 So, first, more of an observation
4 but then a question. I always see the idea of
5 the conversation about CPD overtime very tied to
6 the conversation about resource allocation and
7 then vacancies, and so I've listened to your
8 presentations at City Council. I understand you
9 guys try to highlight that there is an interplay
10 between the vast number of events that we have in
11 the City, the fact that at the end of the day you
12 guys have to secure them, right, even if no one
13 came to you first to ask if there were resources
14 to secure them. If they are happening, you have
15 to secure them.

16 I'm wondering as we approach the
17 budget season -- I don't know if this is a
18 question for you, but I'm going to say it -- is
19 there a parallel conversation about some policies
20 to get that in order? Because every year we're
21 going to have a summer. Not that summer is the
22 only time you use overtime, but we know there are
23 events all over the City that are going to tax
24 the Department, and then the Department continues

1 to get dinged for going to this high overtime
2 number. I just think at some point, the
3 conversation has to be had about what you're
4 doing in the overtime, and everybody's got to
5 have a part to play and everybody continues to
6 want to be safe and use the Department to do
7 that. Does that make sense?

8 Is there like a plan to have that
9 conversation at more length than you guys -- I've
10 heard you say to City Council when you are
11 reporting out, I think that needs to be an
12 actual, like, item on its own. Like for the
13 people who are, frankly, generating a lot of the
14 need for overtime.

15 MR. FITZSIMONS: Yeah, I so think there is an
16 ongoing working group that we participate in
17 regarding recouping costs from special events.

18 We're still waiting to see some of
19 the more concrete changes to ordinances and those
20 sort of things.

21 In anticipation of that, we have
22 revamped our 211s. So that's basically the form
23 that you fill out to show who is working what.
24 Right?

1 So, historically, we're only able
2 to show, Oh, I spend so much money in overtime,
3 but then I'm only really capturing the tip of the
4 iceberg because I have so many officers who are
5 not necessarily on overtime, but they are
6 spending many hours securing these events.

7 So what we've done is we've
8 digitized those forms, so now we can get a true
9 capture of the amount of overtime that -- or,
10 sorry, the amount of time that we're spending
11 securing these events. So when we do have an
12 ordinance change, we can start billing to recoup
13 those costs.

14 I do want to add, though, we only
15 keep track of the time that we're expending to
16 provide traffic services or security services.
17 I'd say about 95 percent of what we do is
18 security, as opposed to traffic. But we then
19 take that time and give it to the Office of
20 Public Safety Administration who then gives it to
21 the Department of Finance, and then they do the
22 actual billing and collection. So we will
23 continue to track our time, but then it goes to
24 other City departments to actually recoup the

1 funding.

2 COMMISSIONER WORTHAM: Yeah, I think that's
3 really the point, too, and everybody who plays a
4 role in that sequence, like, needs to be
5 accountable for their role in that sequence.

6 The other question is, okay -- and
7 I am going say the word wrong -- when you said
8 basically the delay of the ability to fund
9 certain vacancies. So what triggers the ability
10 then to do -- is it just the time and year?

11 MR. FITZSIMONS: Yeah, basically they're
12 trying to get savings from the vacancies. Right?
13 So every month you don't hire a position, you
14 save that salary. Right? So what we're trying
15 to do is save 90 million dollars' worth of salary
16 next year from 78 million on the salary. So what
17 we have to do is we have to put together a hiring
18 plan with the Office of Budget and Management and
19 kind of prioritize those most critical titles
20 earlier in the year to make sure that we're
21 saving money and hitting those financial goals
22 for the City while keeping up with attrition and
23 meeting the needs of the Consent Decree and other
24 operational things that may come up.

1 COMMISSIONER WORTHAM: Thank you.

2 COMMISSIONER MINOR: I have a question to the
3 point of some of the discussion that I've been
4 seeing really pressing community as we think
5 about the officer accountability apparatus.
6 There was a lot of money expended this year -- or
7 on 2024, to the point of legal fees and fines for
8 the Police Department, upwards of \$162 million,
9 but in this budget we appropriate \$82 million to
10 legal expenses.

11 I know that the plan for the
12 Johnson administration is to borrow as these
13 cases come up, saying that they're essentially,
14 you know, an extraordinary one-time expense, to
15 the point of having some kind of savings plan for
16 \$90 million with the vacancies. Um, some of the
17 other ways in which you all can -- have been
18 thinking about the budget, especially since we
19 are in challenging budgetary times, I'm wondering
20 is there anything that can be done to increase
21 its appropriation to be level with what has been
22 spent before so there's not so much cost to the
23 City?

24 MR. FITZSIMONS: So your question is if we

1 can increase legal -- the legal settlements line?

2 COMMISSIONER MINOR: Yes. And could it ever
3 be level with where it's currently at?

4 MR. FITZSIMONS: So I think like that's
5 something that Department of Law and the Office
6 of Budget and Management would have to do. What
7 I would say is -- I mean the only way you
8 increase a line is you either increase taxes or
9 you cut services. I mean that's just how it
10 comes down.

11 COMMISSIONER RUBI NAVARIJO: Hi. I have a
12 question. The immigration liaison officers, I
13 know they've been doing a lot of work. Is there
14 going to be any increases to that crew? I'm not
15 sure how specifically that team works, but
16 they've been doing incredible work being a
17 resource to District Councilors and different
18 community organizations. Are they going to see
19 an increase in capacity, would you happen to know
20 that, in terms of civilian or uniform staff?

21 MR. FITZSIMONS: So the immigration liaison
22 officers, I'm not exactly familiar with them or
23 their bandwidth. What I will say, these are
24 sworn officers, correct?

1 COMMISSIONER RUBI NAVARIJO: There's some
2 sworn, and I remember seeing some civilian, but
3 I'm not -- I'm not remembering.

4 MR. FITZSIMONS: Okay. One thing I will say,
5 depending on the operational challenges that we
6 have, we are able to move staff around.

7 So if we are seeing a need there,
8 that's something that we can reallocate staff to
9 address, but I'm not aware of any sort of
10 concrete budget plans right now, but there is
11 flexibility to reallocate resources as needed.

12 COMMISSIONER RUBI NAVARIJO: Thank you. I
13 would urge the Department to look at that. It is
14 a team that's been a resource for many community
15 organizations.

16 I had an organization reach out to
17 me from the 24th District, put them in touch with
18 those officers, and they got figured out.

19 So I would appreciate the
20 Department -- I know that there isn't much that
21 the Department can do to stop Immigration and
22 Customs Enforcement, but if there is anything we
23 can do to make sure that immigrant communities
24 have access to police services, that would be

1 appreciated.

2 INTERIM PRESIDENT TERRY: Commissioner
3 Piemonte, I wanted to check to see if you had any
4 questions.

5 COMMISSIONER PIEMONTE: No, no questions.
6 Thanks.

7 INTERIM PRESIDENT TERRY: You are most
8 welcome.

9 So I just have one quick question.
10 It's dealing with the overtime. So can you just
11 enlighten us about what some of the contributing
12 factors around overtime needs and how you all
13 plan to mitigate that to stay at level based at
14 what is currently allocated?

15 MR. FITZSIMONS: If you look prior to COVID,
16 we had about 7500 officers in the district, now
17 we're at about 6200, somewhere around there,
18 ballpark. So we're seeing a lot fewer officers
19 in the district which are going to require us to
20 kind of do more with less. So what we're trying
21 to do to make sure that we're allocating the
22 resources efficiently is look at the underlying
23 call volumes, the crime trends and use that to
24 help us determine how best to allocate resources,

1 and then hold people accountable to that through
2 our CompStat meeting. So overtime has been
3 something that we've stressed every time we had
4 these meetings where it's something that it is
5 clear that we are looking at this, and as we
6 continue to stress that this is something that is
7 being evaluated on a weekly, monthly basis, we
8 tend to see our command staff be responsive to
9 that attention.

10 INTERIM PRESIDENT TERRY: Thank you. One
11 other thing you just brought a question to mind.
12 I don't know if you have the answer to this, but
13 I think it's something that I would just want to
14 put out there based on the numbers that you say
15 you currently have within the Department and the
16 concern of going back to cancelling time off. I
17 know that that's something that we have heard
18 recently. And so I just want to make sure if
19 there's any plans -- I don't know if you know
20 about that or may not be in your wheelhouse --
21 but how are you all managing that piece with this
22 shortage and, you know, maybe the need to have
23 these officers in districts and balancing that
24 whole thing about cancelling days off and going

1 back to the mental health aspect of all of this?

2 MR. FITZSIMONS: Yeah, so that would be more
3 so the operational side of the house. I deal
4 more with the financials.

5 I will say that this year we have
6 had fewer canceled days off than we have in the
7 post-COVID environment, so we are trending in a
8 positive direction. Who knows what 2026 will
9 bring. I feel like 2025 has been pretty wild.

10 But, ideally, we keep trending the
11 way we're trending. That's what I always hope.

12 INTERIM PRESIDENT TERRY: Thank you so much.
13 Any other questions? Thank you so much for your
14 time. Really appreciate you.

15 Now we will hear an update from
16 CPD's Chief of the Bureau of Detectives
17 Antoinette Ursitti regarding clearance rates.

18 CHIEF URSITTI: Good evening, Commissioners.
19 I want to thank you for inviting mere here
20 tonight to talk about clearance rates. Before I
21 start, I want to say thank you to Commissioner
22 Driver for your service as president, and I want
23 to congratulate you on your new role as
24 president. Thank you, all, and for every one of

1 you who stayed for this presentation, I do
2 appreciate it.

3 Clearance rates are seen as a
4 reflection of justice for victims in communities.
5 The investigations behind the clearance rates are
6 aimed at holding violent offenders accountable so
7 that they cannot hurt anyone else and traumatize
8 any other families.

9 We know that our homicide
10 investigations play an important role in building
11 community trust.

12 This trust then helps us build
13 partnerships within our communities to achieve
14 our shared goal of making our City safer.

15 Our community expects and deserves
16 this.

17 The CCPSA invited me here tonight to
18 explain how clearance rates are calculated. I
19 will do that, but first I want to recognize that
20 a human life and a grieving family is behind
21 every number represented in clearance rates.
22 It's important to recognize that every case is
23 different with varying factors that take
24 different amounts of time to work through.

1 So I will touch on how
2 investigations are conducted and the factors that
3 affect investigations.

4 To start, clearance rates are
5 essentially a measure of the ability of police to
6 identify an offender. This ability is measured
7 by comparing the total number of cases that are
8 closed to the total number of cases in a given
9 period.

10 The FBI established this
11 calculation, and this is the national standard
12 for how a clearance rate is calculated.

13 The percentage that results from
14 this calculation is a gauge of how effective
15 police are at solving crimes. There are two
16 things to understand about this calculation.
17 One, the given period. It is a calendar year.
18 Within that calendar year, a case from a previous
19 year may be cleared, and that case will be
20 counted as closed in the year it was closed.
21 Often times there are questions about this
22 practice.

23 At the same time, clearance rates
24 reflect how effective police are in solving

1 crimes. The measure would be lost with numbers
2 scattered across previous years.

3 In addition, many victims and
4 families want to know more than anything that
5 detectives are prioritizing their cases. Even if
6 a case is not closed in the same year that the
7 crime occurred, it is a measure of closure when
8 families know detectives have identified an
9 offender and worked to bring them to justice.

10 It is also important to understand
11 the time it takes to conduct investigations. Not
12 every crime results in an immediate arrest and
13 identification of an offender. Leads need to be
14 developed. Detectives develop leads through
15 interviews and the analysis of physical and
16 digital evidence. The timeline of this process
17 varies per investigation based on several
18 factors. For example, are individuals willing to
19 cooperate with interviews? Was any evidence able
20 to be collected? Is it sufficient for analysis?
21 How much time will it take to analyze the
22 evidence? All of these factors influence the
23 length and the success of investigations.

24 Another matter to consider is the

1 definition of a cleared case.

2 The simplest, most straightforward
3 example of a cleared case is one in which there
4 is an arrest and a prosecution. This is the
5 justice that all of us want when we discuss
6 clearance rates, a criminal-facing justice in a
7 court of law. There are, however, a number of
8 examples where the offender is known, and it is
9 not possible to move forward with charges. This
10 is known as an exceptional clearance; for
11 example, when the offender is deceased.

12 In some circumstances, the offender
13 is identified, but the case will not be able to
14 move forward in court. This is known as a bar to
15 prosecute and can result for several reasons; for
16 example, a person acting in self-defense.

17 The important distinction to
18 understand is that a clearance rate is not a
19 conviction rate. Clearance rates measure the
20 ability of police to identify an offender and
21 solve a crime.

22 In closing, I want to emphasize the
23 Department's commitment to ensuring justice for
24 victims.

1 Earlier this year, we released a
2 report about our efforts over the past five years
3 to improve investigations. We reopened two area
4 detective divisions. This lowered detective
5 response times to crime scenes while also
6 bringing detectives closer to the communities
7 that they serve.

8 CPD has also worked to build
9 stronger bonds with the families of homicide
10 victims by implementing the Family Liaison Office
11 which works within each area detective division
12 and our major accidents investigation unit to
13 connect with family members who have survived the
14 loss of a loved one.

15 The Family Liaison Office connects
16 families to services and programs while also
17 serving as a point of contact for updates on the
18 investigation.

19 We also created homicide sections in
20 each of the five detective division areas to
21 promote consistent homicide assignments and
22 investigations.

23 Each area detective division now is
24 equipped with an area technology center that is

1 dedicated to the collection and analysis of
2 digital evidence.

3 We also launched the Crime Gun
4 Intelligence Center in partnership with the ATF
5 and a dozen other partners to ensure a focus on
6 prolific gun offenders and gun crimes.

7 We invested in personnel, hiring
8 investigative analysts who are responsible for
9 conducting comprehensive assessments of homicide
10 cold case investigations.

11 We have also revitalized our
12 forensic services division to strengthen
13 investigations, including hiring a lab director
14 and promoting evidence technicians and latent
15 print examiners, as well as adding
16 state-of-the-art equipment.

17 Our detectives and investigative
18 personnel are personally invested in the cases
19 they are assigned.

20 These changes have served to equip
21 highly skilled and committed investigators with
22 the resources they need to solve cases more
23 efficiently and effectively, all with the goal of
24 bringing justice to victims and their families.

1 Thank you. I'm open to any questions.

2 INTERIM PRESIDENT TERRY: Thank you, Chief
3 Ursitti. We have any questions? Commissioner
4 Driver.

5 COMMISSIONER DRIVER: Does the capping of
6 overtime, do you expect any impact on that as far
7 as the detective division?

8 CHIEF URSITTI: No. Everything you heard the
9 Deputy Director say is pretty much accurate in
10 that we have our CompStat meetings, we go through
11 those numbers. Every two weeks I meet with my
12 commanders. We're looking at those numbers.
13 And, really, it's about paying attention to
14 what's going on and making sure you have the
15 right people that are staying for those cases
16 when they need to stay.

17 You are right in recognizing that
18 investigations are very different than what you
19 will see in patrol or in other bureaus. If
20 somebody is in custody, we have 48 hours to
21 charge them. That's a lot of work sometimes that
22 needs to be done within that time. But the
23 commanders pay attention to who they have
24 assigned on that and try to make sure that we

1 have the proper amount of people that are staying
2 to solve it.

3 COMMISSIONER DRIVER: Thank you.

4 INTERIM PRESIDENT TERRY: Any other
5 questions?

6 COMMISSIONER RUBI NAVARIJO: Can you describe
7 the work of -- actually, no. Scratch that. I'm
8 going to ask you another question.

9 Can you please describe the
10 homicide team pilot and are there plans to expand
11 the homicide team pilots to other types of crime
12 investigations?

13 CHIEF URSITTI: Sure. Thank you so much. So
14 right now it is across all five areas for our
15 homicide teams. We started that in January of
16 2024. And what it did was effectively changed
17 their schedule so that they are able to have one
18 week as a team when they are on call, and that
19 means that any homicide that happens within that
20 week period, that team for that week is going to
21 respond to it. And it's critical for a few
22 reasons, which is that previously we would
23 have -- if an incident happened overnight,
24 detectives would respond out to that scene and

1 start the investigation, but it would have to be
2 handed off to somebody during the regular hours
3 because you do need to conduct an investigation
4 when you can interview and reach people. So
5 those things that were done in the earliest hours
6 of an investigation, as the person taking that,
7 you may have wanted to do something different.
8 And it really has increased accountability in
9 ownership over these cases.

10 And then when that week is over,
11 what this pilot does is it enables them for the
12 next several weeks to not have to respond to a
13 homicide scene. They do not have to take on new
14 cases. This means that they can be focused at
15 the earliest part of that investigation doing
16 interviews, moving ahead with getting all the
17 evidence identified, submitted, processed.

18 And I'm going to say most important
19 also, because I hear this quite a bit, having
20 that contact with the family, that's so important
21 in the earliest parts of an investigation, and it
22 can be very difficult when you're overwhelmed
23 with that.

24 So in addition to that, we've been

1 able to give them vehicles so that they can
2 respond when it's after hours. We've been able
3 to give them laptops and equipment, and all of
4 this has really increased the ability of how
5 they're able to do investigations.

6 So that pilot, I will tell you, was
7 in the works for some time. I'm very pleased
8 that we were able to work with the collective
9 bargaining unit because when you talk about
10 adjusting schedules and hours, like I just
11 mentioned, that requires the approval and working
12 with the collective bargaining unit that
13 represents those members. So before we would be
14 able to move and to do that for other types of
15 investigations, we would have to move forward in
16 a similar fashion.

17 INTERIM PRESIDENT TERRY: Commission Minor.

18 COMMISSIONER MINOR: Thank you. I'm very
19 interested in the Family Liaison Office. I think
20 victim services is very important, but I also
21 wanted to name something else in this.

22 We all know that clearance rates
23 are very different in different neighborhoods.
24 Can you just talk about what causes disparities,

1 and what current initiatives is CPD doing to
2 address them?

3 CHIEF URSITTI: So the first thing I am
4 describing -- I know you're asking about the
5 Family Liaison Office, and I mentioned it
6 briefly. Again, this is a team embedded in every
7 one of our detective divisions. We also have one
8 in our major accidents because there are a number
9 of reckless homicides where there are families
10 who are grieving just as much, and that is
11 violence when a loved one is killed in a crash
12 like that. And what they do is, within the first
13 days of an investigation, they're going to
14 connect with the family. They're going to try to
15 explain to them, even in their grief, what this
16 process is going to look like. It is certainly
17 not a system anybody ever wants to come up
18 against. And, again, when you're talking about
19 systems, they can be very difficult to navigate.
20 So they will explain things like the medical
21 examiner's office. They will explain things such
22 as the time it takes to collect evidence, submit
23 it, who we work with. We have our own forensic
24 services division that will process some

1 evidence, but other evidence has to be processed
2 through the Illinois State Police Forensic Lab.
3 They are trying to help them understand the parts
4 that are going to affect this investigation, but
5 they also are able to refer them to our partners
6 for services and resources. And one of the
7 things we hear the most from these family, you
8 know, in those earlier days, and maybe I'll even
9 say few weeks, you have a lot of people that are
10 reaching out, wanting to provide support, but
11 they really feel like that falls off after some
12 time. And these Family Liaison Officers are
13 consistent, not just on checking in with them on
14 anniversaries or on major updates on a case, but
15 what we're really trying to do through this is to
16 build a network where we're pulling people in
17 where they can actually empower one another and
18 learn from one another and try to get through
19 their grief in a way which you're going to find
20 with most of these families, they do want to
21 honor their loved one by giving back and trying
22 to help someone else. So we do a number of
23 events throughout the week -- or, excuse me,
24 throughout the month. Every area does different

1 ones. So it's not just about those resources.
2 It's about staying in touch with these families
3 and trying to create a network for them to get
4 through this investigation.

5 The other question you had asked
6 about --

7 COMMISSIONER MINOR: Disparities.

8 CHIEF URSITTI: Disparities. I will tell you
9 there are a few things that, you know, we have
10 done because when I was talking about the things
11 that affect clearance rates, and you're talking
12 about the willingness of individuals to talk with
13 the police, if they feel that that is something
14 that's going to bring justice, their sense of
15 procedural justice, police legitimacy, do they
16 want to talk with us, and it is so important for
17 us to try to understand how we can reach
18 communities.

19 One of the things you're going to
20 see is after some of these terrible incidents
21 that happen, I'm not sure if you've heard of any
22 of these emergency assistance centers, but what
23 we're constantly trying to do is get into the
24 community and have our officers just like -- or,

1 excuse, we have our detectives -- just like when
2 you think about what you would hope with foot
3 patrol, you start to have some familiarity with
4 these detectives, that you start to know them,
5 that you feel that you can trust them, and we are
6 trying to get into all of the different
7 communities.

8 Again, this is a program that's in
9 all of our areas, and it has to be. You cannot
10 have services for one and not for another. But
11 the important thing for us is also to understand
12 how we can successfully interact with all
13 families.

14 So, for example, we have training
15 where we've been bringing in partners who have
16 been talking with our detectives about how to
17 have more effective interpersonal conversations.
18 A lot of times you really want to get to the
19 heart of the matter, right? You're trying to
20 understand is there something that led to this
21 incident happening, such as would there be any
22 sort of gang affiliation, right? That can be a
23 very triggering question, and it can be perceived
24 as something related to an expectation in the

1 community or what's happening. What we're trying
2 to determine whether there's any sort of person
3 who would have wanted to target their loved one
4 so we can try to walk it back. But we tried to
5 train that, you just can't come out right with
6 that question. You have to build that rapport,
7 and you have to be thoughtful about those things.
8 I think through training and through this Family
9 Liaison Office and trying to be more visible and
10 out there, we're trying to get into every
11 community and to have the type of relationships
12 where people feel they can trust and work with
13 us.

14 COMMISSIONER MINOR: I just have a follow-up
15 question to that point.

16 Can you talk to us a little bit how
17 the Department is evaluating the impact of the
18 Family Liaison Office? And I'm also wondering
19 about staff allocation. Are there any more
20 Family Liaison Officers allocated to districts
21 that have higher clearance rates or lower
22 clearance rates? How are you all informing the
23 staff allocation in that regard?

24 CHIEF URSITTI: Sure. That's a great

1 question. I'm going to start with the
2 allocation. So really since we started this
3 pilot, and we have the teams, what we're working
4 to build out towards is that there is a dedicated
5 Family Liaison Officer for every one of those
6 teams. That way, again, you are becoming part of
7 the team, and it's easier, I think, to navigate
8 cases within that team, as opposed to having
9 different families that you may be working with.
10 You're going to build that familiarity with the
11 same team when you have questions or trying to
12 get updates. So we have a process where people
13 who are interested in this come in, and they
14 interview for it. It's a notice of job
15 opportunity, and we have names where we've
16 identified people who we can bring in. So we are
17 in the process of trying to get the number of
18 Family Liaison Officers to match the number of
19 teams that exists. I'm sorry. I keep forgetting
20 the first question when I get excited about the
21 second one.

22 COMMISSIONER MINOR: And how are you all
23 measuring the effectiveness of these
24 organizations? I also kind of wanted to point

1 out like a lot of the partner organizations like
2 CDPH are losing funding, right? And they've been
3 doing a lot of work to carry on victim services
4 that are outside of the scope of the Department.
5 So understanding that some of those support
6 systems might be lacking in the future, I'm
7 wondering how you are all measuring the
8 effectiveness of your staff internally and how
9 are you all thinking about filling some of those
10 vacancies in the future, too?

11 CHIEF URSITTI: So we meet regularly, and
12 this is coordinated through the Chicago
13 Department of Public Health with what's called
14 the Gun Violence Survivors Leadership Network.
15 These are, again like I mentioned, many
16 individuals who survive the death of a loved one
17 want to find a way to give back, and they've
18 really been individuals who have started sort of
19 grassroots organizations within their
20 communities, and we're meeting with them
21 regularly, so we are aware of the impact that's
22 happening in terms of funding and what's going
23 on. We are constantly bringing them into our
24 events. And you're going to see that through

1 things like National Crime Victims Rights Week.

2 We just did an event called Brunch
3 en Blanc. We're always inviting them so that
4 they are brought into it, and the resources that
5 they may be able to offer can still be included,
6 while at the same time, for example, we can work
7 with them in other ways. So I'll mention that
8 Chicago Survivors is an example. We've worked
9 very closely with them on something called the
10 Unsolved Case Program. So what we do is we make
11 sure we're bringing them in as they have people
12 who approach them saying they want to talk to the
13 Department or detectives about their case. These
14 partners are invited into the space. They're
15 part of that process, and we continue to work
16 with them because if people are coming to them,
17 we want to make sure they can come to us.

18 So I think it's really just about
19 regularly meeting and including each other in one
20 another's events.

21 COMMISSIONER GOTTLIEB: Thanks so much for
22 being here and thanks so much for helping us
23 understand and members of the public understand
24 more about clearance rates.

1 I also want to thank District
2 Councilor McGill for really pushing this issue
3 forward.

4 So my question is about numbers a
5 little bit and making sure that the public has a
6 clear picture of exactly like what's happening in
7 terms of clearing cases.

8 So as you helpfully explained, the
9 clearance rate, it's the number that the FBI
10 uses. A lot of researchers use it, but it does
11 consist of a lot of different components, and
12 cases can be cleared in ways that have different
13 implications for families and that might feel
14 different.

15 I guess I was wondering, do you all
16 just report the clearance rate? Do you also
17 report sort of the different components, like
18 what share of cases was closed by an arrest
19 versus by exceptional means? That's the first
20 question I have.

21 CHIEF URSITTI: When you are talking about
22 how you're reporting, I'm going to say our
23 primary commitment is to reporting our data to
24 the FBI. So all of that information is reported.

1 I think the heart of your question is how are we
2 reporting that in a larger way to the community
3 so there's that transparency and clarity around
4 it, and I think those are part of the
5 conversations we're continuing to have.

6 I think many of you are aware, we
7 have a new website. I mean it's newer. We're
8 looking at ways that we can build out each of the
9 Bureau's pages and what we have on there. So I
10 definitely want to tell you that we know just
11 like you can go and see the CompStat numbers, you
12 can have a sense of the incidents happening and
13 the way that has changed, that it's just as
14 important for the community to have an
15 understanding about these investigations. So
16 we're having that conversation now.

17 COMMISSIONER GOTTLIEB: This isn't a
18 question. I would just advocate for just making
19 sure that the full spectrum is reported as well
20 as things like what share of cases -- and I
21 understand why cases from prior years are
22 included, but I also think people might want to
23 know what share of cases from like the current
24 year were cleared that year. I just think

1 providing a little more information so people can
2 kind of assess the situation for themselves would
3 be helpful.

4 CHIEF URSITTI: Thank you.

5 INTERIM PRESIDENT TERRY: Thank you so much
6 for this presentation, Chief. I have a question.
7 Not too quick.

8 So my question, it goes back to some
9 of the community engagement. Like I'm happy to
10 hear about all the ways in which you are inviting
11 community into the fold of things that you're
12 doing, but what are some of the ways that
13 community can invite you all out to have these
14 conversations? Because sometimes people may not
15 feel comfortable coming into you all's spaces,
16 but there may be spaces that they do respect and
17 would love to have this information, because I
18 know that there are plenty of organizations that
19 probably do work with impacted people and would
20 love to know what's happening at a district
21 level. And I'm not necessarily saying you, but
22 how does this information break down into the
23 district level of maybe having district
24 representatives coming into those spaces and

1 providing this type of information?

2 CHIEF URSITTI: Sure. And when you say
3 providing this information, you mean like
4 resources, like they want to offer resources to
5 our families or coming into the space?

6 INTERIM PRESIDENT TERRY: They want to get
7 this information like you are sharing with us
8 today. They may not have come to our meeting.
9 This is sort of a citywide sort of platform, but
10 district level, I know that people would like to
11 know what's happening with the cases in their
12 area.

13 CHIEF URSITTI: Yes. So that speaks to,
14 Commissioner Gottlieb, what we were saying to
15 you. We are having that conversation now. So
16 when you go to the website, you're going to see
17 you can go into the Department, and you can see
18 different bureaus, and they have pages, and we're
19 having that conversation about how we can
20 highlight the Family Liaison Office, including
21 members that can be contacted, just if it is your
22 area you understand, whether or not, again, you
23 are coming at it as maybe a family member who has
24 an older investigation where you want to take

1 advantage of this connection that just started
2 again in about 2021, that you can reach them
3 through that number as much as resources coming
4 to us for them to see how they can disseminate
5 that out, and so that's going to look like
6 ideally palm cards, flyers. We're working on all
7 the designs for that. Having those things that
8 can be downloaded.

9 I mean we go to these events with
10 those things, but they should also be available
11 to download from the page. We're having that
12 conversation.

13 INTERIM PRESIDENT TERRY: Thank you so much,
14 Chief Ursitti. I don't think, Gina, you had any
15 questions, correct?

16 COMMISSIONER PIEMONTE: No. Thank you so
17 much. It was very interesting.

18 INTERIM PRESIDENT TERRY: Thank you.

19 Over the past several months, the
20 City of Chicago has experienced a dramatic
21 increase in the volume and intensity of federal
22 law enforcement activity under this
23 administration's Operation Midway Blitz.
24 Immigration and Customs enforcement agents have

1 teargassed Chicago police officers who were
2 trying to de-escalate a situation and Chicago
3 residents who were peacefully protesting.

4 Last week, 10th District Councilor
5 Elianne Bahena, who is a U.S. citizen, was
6 detained by federal agents for several hours
7 while documenting an ICE operation in her Little
8 Village community.

9 One reason the Commission was
10 created was to build an accountable,
11 community-centered approach to public safety with
12 better working relationships between law
13 enforcement and the people they serve.

14 No one in Chicago, no matter what
15 their immigration status is, should be afraid to
16 have contact with law enforcement. People should
17 feel safe reporting crimes or cooperating as
18 witnesses and getting help if they are victims of
19 violence or exploitation.

20 The Commission was also created to
21 ensure that law enforcement in Chicago operates
22 with transparency, fairness, and respect for the
23 public.

24 The Commission does not have

1 oversight over ICE, but we can speak out.

2 The Commission does have oversight
3 authority over the Chicago Police Department.

4 In June, when questions arose about
5 the potential CPD involvement in ICE activity,
6 CPD leadership came before the Commission to
7 explain their policies and clarify what they can
8 and can't do in relation to federal immigration
9 enforcement.

10 If you see Chicago police officers
11 acting inappropriately, we encourage you to
12 report it to COPA and let us know.

13 Public safety depends on public
14 trust. The Commission will use its oversight
15 authority and public platform to protect
16 transparency, ensure that CPD remains accountable
17 to the people of the City and call attention to
18 actions that compromise the trust and safety of
19 our communities.

20 At this time, I will open the floor
21 for Commissioners to share their own comments.

22 COMMISSIONER RUBI NAVARIJO: I think it's
23 extremely upsetting to see our own Chicago police
24 officers getting teargassed and the way that our

1 residents are being treated as well I think is
2 unacceptable, and I wanted to let everybody in
3 the public know we do have a Noncitizen Advisory
4 Council that advises the Commission on public
5 safety matters relating to the noncitizen
6 community. We've spoken at length. We brought
7 CPD here back in June. We shared those results
8 with the Committee on immigration refugee rights,
9 and we're going to continue to be partners around
10 that accountability space. But just in case
11 anybody needs this information, if you're having
12 trouble -- if you know someone who was detained
13 by federal authorities, and you're having trouble
14 looking for them through public means, such as
15 the retainer tool online that people use to find
16 their family members, you can reach out to your
17 congressional offices to submit those inquiries
18 if you guys are seeking assistance in finding a
19 detained family member or loved one.

20 If you need legal assistance, and
21 you don't know where to start, you can call 211.
22 They can direct you to the nearest Legal Aid
23 organization, depending on your needs.

24 If you need further family support

1 information, you can visit ICIRR.org/FSN, as in
2 November, again that's ICIRR.org/FSN or call
3 their hotline at 855-435-7693. Again,
4 585-435-7693. And that's all I wanted to say. I
5 think it's extremely terrible what's happening,
6 and I'm scared for our communities and everybody
7 out there walking our blocks. But one thing we
8 can do is keep each other safe and keep each
9 other informed. Thank you for the time to make
10 my comments.

11 INTERIM PRESIDENT TERRY: Commissioner
12 Gottlieb.

13 COMMISSIONER GOTTLIEB: Thank you so much,
14 President Terry.

15 Just want to start by saying that
16 what happened to Eli was wrong, and I hope she is
17 doing okay.

18 Also, from my perspective,
19 currently, the federal government -- executive
20 branch of the federal government is engaging in
21 pretty remarkable abuse of power and is targeting
22 our City for excessive immigration enforcement
23 and also encouraged ICE officials to violate
24 constitutional rights of members of our

1 community.

2 Unfortunately, I feel like we are
3 in a position where we can't rely on traditional
4 institutions to address this crisis. The
5 administration is doing the harm, but congress
6 has abrogated its responsibility to check the
7 executive branch. And while lower courts have
8 repeatedly attempted to check the administration,
9 the Supreme Court, for at least the time being,
10 allowed ICE to racially profile members of our
11 community to achieve its aims.

12 While our local government leaders
13 made it clear they are opposed to this
14 administration's abuse of power, the
15 administration has chosen to ignore this reality
16 and plow ahead.

17 As President Terry said, the
18 Commission has taken a few steps to respond to
19 the growing crisis by trying to get clarity
20 publicly, both from CPD and the Mayor's Office,
21 about how the City intends to respond to the
22 growing federal law enforcement presence in our
23 City. And certainly as a body we have the
24 responsibility to continue to ensure that the

1 departments that we have oversight authority over
2 do not contribute to this crisis and serve as a
3 source of transparency when abuses occur.

4 And while these responsibilities
5 are absolutely critical, I also believe -- and
6 this part is hard because I think figuring out
7 solutions is really challenging. I also believe
8 that we have an obligation to see if there's more
9 we can do. I'm not sure exactly what it looks
10 like. I think we have an obligation to see if
11 there's more that we can do.

12 So the very first duty that's
13 ascribed to the Commission by ordinance is to
14 respond to public safety-related communities'
15 needs and concerns, which this federal abuse of
16 power certainly is. And since the conventional
17 institutions that we traditionally relied on are
18 not serving us, I believe our only way out of
19 this crisis is through community.

20 Recently, a coalition of community
21 organizations -- and this is very recent, and we
22 haven't had a chance to discuss this -- but
23 recently a coalition of community organizations
24 sent our Commission a letter asking for us to

1 hold the public meeting on this issue, and I'm
2 personally really glad they did. From my
3 perspective, whether it's at our next to
4 scheduled monthly meeting or a special meeting,
5 it's my hope that we can create a space at some
6 point where we're able to shine a light on the
7 many incredible community efforts that are
8 already being undertaken and work with community
9 to identify some additional community-based
10 solutions that may help keep our community safe.
11 Thank you.

12 INTERIM PRESIDENT TERRY: Thank you.

13 COMMISSIONER DRIVER: At least the three of
14 us don't know anything about that letter, or it
15 looks like Adam doesn't know anything about it.
16 Who was the letter sent to?

17 COMMISSIONER GOTTLIEB: I think it was sent
18 to all District Councilors, to my understanding.
19 It was sent to a lot of people. It was sent to,
20 I believe, all District Councilors and all
21 Commissioners.

22 INTERIM PRESIDENT TERRY: What body?

23 COMMISSIONER GOTTLIEB: By the GAPA
24 Coalition, and there was an attachment. So there

1 was an email and attachment.

2 COMMISSIONER DRIVER: I haven't seen it. If
3 you don't mind forwarding it to me, that would be
4 helpful.

5 COMMISSIONER GOTTLIEB: Absolutely.

6 INTERIM PRESIDENT TERRY: Are there any other
7 statements?

8 COMMISSIONER MINOR: I know that we are all
9 feeling the weight of the season. I just want to
10 acknowledge the individual who gave public
11 comment today and talked about being teargassed
12 by ICE and some of the things that they
13 personally experienced, and I'm very sorry that
14 you had that experience. I'm very sorry that our
15 community members are having this experience
16 currently.

17 I also just want to acknowledge, we
18 talked a little bit about the South Shore raids.
19 My little sister and her one-year-old daughter,
20 my niece, live just ten blocks from the recent
21 raid in the South Shore community where children,
22 seniors, veterans, U.S. citizens, legal
23 residents, and our newcomer neighbors were
24 teargassed and detained, in addition to CPD being

1 teargassed as well.

2 Her building also shares current
3 similar characteristics to the building that was
4 targeted, and she's been living with a deep sense
5 of fear and anxiety about what's next to come,
6 and I know that that feeling is not unique to her
7 experience, and I'm sure a lot of us are feeling
8 it.

9 So I just want to acknowledge that
10 fear that this is hitting very closely and
11 personally. There has been some discord within
12 communities about who's really the target and
13 who's really responsible for change, and I just
14 want to urge all of our community members to lean
15 on one another today; that we are all impacted by
16 what's happening, and I think it's very important
17 that we show up in solidarity with each other in
18 this moment and moments moving forward.

19 In response to -- in response to
20 the anxiety that my sister has felt specifically,
21 I've engaged with her building to organize know
22 your rights sessions, do outreach to neighbors so
23 they can be informed, supported, and hopefully
24 feel that they have a measure of safety in their

1 homes. I'm talking about my own individual
2 advocacy because I implore all of you all to tap
3 into some of the programs that Angel had
4 mentioned that are having events, to tell your
5 neighbors to show up and show out because I do
6 think that is very important, and then to also
7 talk to your property managers if you feel like
8 there are folks that are vulnerable in your
9 building, to make sure they're connected to
10 resources as well. I think this is a time to
11 activate, not necessarily a time just to talk.

12 While I do believe that it's
13 important to be engaged in conversations, I think
14 that actions are extremely important at this
15 moment.

16 I also just wanted to talk a lot --
17 I know the reason why we're having this
18 conversation right now was because of what
19 happened to our colleague Eli. She was kidnapped
20 by ICE. I'm very grateful for Alderman Michael
21 Rodriguez and District Councilors who came to her
22 aid to help find and discover her.

23 I also wanted to just say thank you
24 to the fellow Commissioners who came out to the

1 press conferences to support her, as well as
2 community members that surrounded her.

3 Eli is an amazing community
4 activist and advocate. Quite honestly, I called
5 her the next day expecting for her to be at home
6 resting, but she was right back out at community
7 in Little Village continuing to document what was
8 going on in her community, and that just
9 underscores her resilience and how serious and
10 pressing this issue is.

11 In this moment, I just want to
12 thank everybody including, you know, even our
13 federal judges, our alder people, folks that's
14 really put their body on the line. There are
15 folks being indicted internally for taking the
16 position on this. And I'm very grateful for
17 everyone who is bold and courageous in saying
18 what is right and acknowledging what is wrong.

19 And because Eli immediately went
20 right back to action and continuing the work, I
21 also wanted to give you all the opportunity to
22 join her and other folks around the City of
23 Chicago who are engaging in events on this issue.

24 So the Lakefront sol -- there will

1 be a Lakefront solidarity training on November 8
2 at 11:00 a.m. to 12:30, it is at 5480 South
3 Kenwood Avenue. It will be hosted by a suite of
4 elected officials and community advocates,
5 including Senator Robert Peters, Alderman Lamont
6 Robinson.

7 And I also wanted to let you all
8 know that there is a hotline in addition to the
9 hotlines that Angel has also told us about that
10 you can report ICE mistreatment to specifically,
11 and that number is 800-323-6603. If you or
12 someone has experienced some kind of
13 mistreatment, please make sure that you call this
14 number.

15 And I also just want to underscore
16 the point that our democracy depends on your
17 courage. I think it's very important that we all
18 make sure that our position on this is
19 represented in our vote.

20 I've been able to engage with some
21 conversations with other community advocates and
22 leaders, and they're all talking about what this
23 current occupation in Chicago could mean for
24 midterm elections.

1 I think it's important for us to
2 have an election plan. I think it's important
3 that we know how we're going to get to the polls,
4 regardless of what we might face at those polls.
5 I think it's important for us to lean on our
6 community members and our neighbors in this time
7 and to develop a sense of community and lean a
8 little bit more into love.

9 Thank you so much for the
10 opportunity to share some of my thoughts. If you
11 want to engage afterwards on any of the resources
12 I shared today, I'm more than willing to have a
13 conversation.

14 INTERIM PRESIDENT TERRY: Thank you. Are
15 there any other statements?

16 COMMISSIONER DRIVER: Yeah. I will be very
17 brief. I have spent a lot of time out in the
18 communities and observed -- have observed a lot
19 of this behavior myself with, you know, masked
20 agents in our communities behaving like cowboys.
21 So I won't belabor this. I will echo the
22 sentiments of a lot of my fellow Commissioners
23 and just close with, you know, this is very
24 blatantly an attempt to break our City, to break

1 our spirit, and I would encourage each and every
2 one of you not to let that happen, not to fall
3 victim to pessimism but to keep trying and keep
4 pushing.

5 INTERIM PRESIDENT TERRY: Thank you so much.
6 Commissioner Piemonte.

7 COMMISSIONER PIEMONTE: Yeah, just very
8 briefly. I agree with everything that everyone
9 has said, and I believe our City is under attack
10 here, and I just have never been so proud of the
11 people of Chicago the way they've responded, the
12 way they've supported one another. And so that's
13 all I have to say. Thank you.

14 INTERIM PRESIDENT TERRY: Thank you. And I
15 would just like to close with saying I
16 wholeheartedly agree about the importance of
17 doing the work and being in community and making
18 sure those who have the potential being impacted
19 at all know their rights. And some of that work
20 we've done with the west side NAACP. We held a
21 know your rights session last on October 21st,
22 and we had individual attorneys, we had the
23 congressman there to just talk about the current
24 landscape, and there will be future events

1 surrounding that. I would echo those sentiments
2 and implore everyone to do what you can within
3 your capacity to ensure everyone is informed and
4 just aware of their rights. And so we will now
5 move to adjournment. Pretty long meeting.

6 COMMISSIONER PIEMONTE: Second.

7 INTERIM PRESIDENT TERRY: To connect with the
8 Community Commission for Public Safety on social
9 media, you can find us at Facebook at
10 Facebook.com, Chicago CCPSA, or search for
11 Community Commission for Public Safety and
12 Accountability. Instagram and Twitter are both
13 CCPSA_Chicago, and our YouTube, which all of our
14 meetings are recorded, is Chicago CCPSA.

15 The Commission's next regular
16 meeting will be Thursday, November 13th at 6:30
17 p.m. at Kennedy King College at 6301 South
18 Halsted. I would like to thank you all for
19 joining us tonight. We hope to see you on
20 November 13th, and we hope you will stay engaged
21 and encourage people to join us in the work.

22 With there being no further
23 business before the Commission, this meeting is
24 adjourned.

(Proceedings adjourned at
8:45 p.m.)

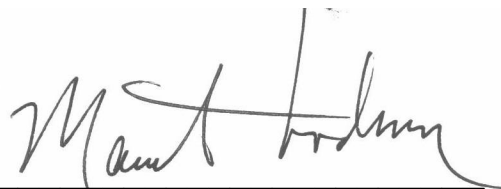
1 REPORTER'S CERTIFICATE

2
3 Re: COMMUNITY COMMISSION FOR PUBLIC SAFETY AND
4 ACCOUNTABILITY
5

6
7 I, MAUREEN A. WOODMAN, C.S.R., do hereby
8 certify that the foregoing Report of Proceedings
9 was recorded stenographically by me and was
10 reduced to computerized transcript under my
direction, and that the said transcript
constitutes a true record.

11 I further certify that I am not a
12 relative or employee or attorney or counsel of
13 any of the parties, or a relative or employee of
such attorney or counsel, or financially
interested directly or indirectly in this action.

14 IN WITNESS WHEREOF, I have hereunto set
15 my hand of office at Chicago, Illinois this 11th
16 day of November 2025.

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20 MAUREEN A. WOODMAN, CSR
License No. 084.002740
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