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COMMUNITY COMMISSION for PUBLIC SAFETY and  
ACCOUNTABILITY  
PUBLIC MEETING  
Thursday, December 11, 2025, 6:30 p.m.  
JLM Abundant Life Community Center  
2622 West Jackson Boulevard  
Chicago, Illinois

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- APPEARANCES:  
President Remel Terry  
Vice President Rubi Navarijo  
Commissioner Aaron Gottlieb  
Commissioner Sandra Wortham  
Commissioner Abierre Minor (Via Zoom)  
Commissioner Gina Piemonte  
Executive Director Adam Gross

1           PRESIDENT TERRY: Good evening. Thank you  
2 all so much for being here. We're going to go  
3 ahead and get started out of respect of  
4 everyone's time.

5                         The December 11th meeting of the  
6 Community Commission for Public Safety and  
7 Accountability is called to order.

8                         We're going to get started by  
9 asking all to place your cell phones on silent  
10 mode. We do also ask you to remain seated. And  
11 if you will be using any small hand-held devices,  
12 please refrain from using them in a way that  
13 interferes with the ability of others to see  
14 and/or hear the proceedings.

15                        We will begin by establishing the  
16 roll to establish a quorum.

17                        Commissioner Driver. Commissioner  
18 Gottlieb.

19                        COMMISSIONER GOTTLIEB: Present.

20                        PRESIDENT TERRY: Commissioner Minor.  
21 Commissioner Piemonte.

22                        COMMISSIONER PIEMONTE: Present.

23                        PRESIDENT TERRY: Vice President Rubi  
24 Navarijo.

1 VICE PRESIDENT RUBI NAVARIJO: Present.

2 PRESIDENT TERRY: President Terry is present.  
3 And Commissioner Wortham.

4 COMMISSIONER WORTHAM: Present.

5 PRESIDENT TERRY: We have five members of the  
6 Community Commission for Public Safety and  
7 Accountability present. We have a quorum, and we  
8 can conduct the Commission's business.

9 The next item of business is public  
10 comment. If you would like to share something  
11 related to the Commission's work on Public Safety  
12 and Accountability, you have a few options. You  
13 can speak at a public meeting such as this. You  
14 can also submit public comment in writing by  
15 emailing your comment to  
16 CommunityCommissionPublicComment@cityofchicago.  
17 org, or you can bring a copy of your comment to  
18 one of the Commission's public meetings and give  
19 it to someone on the Commission or someone on the  
20 Commission staff.

21 People who wanted to speak during  
22 the public comment period tonight were asked to  
23 submit their names in writing earlier this  
24 evening. Names have not been drawn because we

1 don't have more than the allotted time frame. So  
2 if your name is called to offer public comment,  
3 we ask that you approach the microphone right in  
4 front of us. Please say your name, then spell  
5 your name, then offer your comments. Each  
6 speaker will have two minutes.

7 I'm going to call the names of our  
8 first three speakers so that they are prepared to  
9 go. The first speaker we have is Jennifer  
10 Schaffer. She is virtual. Then we have Leo  
11 Quintero, 12th District Councilor, and then Dion  
12 McGill, 5th District Councilor. 7. Thank you.

13 DISTRICT COUNCILOR SCHAFFER: Hi, are you  
14 ready for me?

15 PRESIDENT TERRY: Yes.

16 DISTRICT COUNCILOR SCHAFFER: Hi. My name is  
17 Jennifer Schaffer, S-C-H-A-F-F-E-R. I'm a  
18 District Council member in the 19th Police  
19 District, and also a member of the District  
20 Council Care Expansion Working Group.

21 The Care program sends a mental  
22 health clinician alongside an EMT to nonviolent  
23 mental health crises. These teams are incredibly  
24 important because not only do they ensure that

1 the individual in crisis gets the support that  
2 they need, but it also helps to reduce the burden  
3 on the limited police officer resources we have  
4 here in Chicago.

5 We're confident that these teams  
6 can safely and effectively respond to appropriate  
7 calls without police officers, but we also know  
8 that the Police Department is a really important  
9 partner and needs to have strong collaboration  
10 with -- between the Care Team and the Police  
11 Department.

12 So our working group is working  
13 closely and regularly with the Mayor's Office and  
14 CDPH as well as other stakeholders in trying to  
15 build out a more expansive care program here in  
16 Chicago.

17 We've identified three goals that  
18 will be really helpful for the Superintendent to  
19 be able to administer in order to really help  
20 strengthen that communication and partnership  
21 between the Care Program and CPD.

22 I've emailed those out to you, but  
23 to quickly go over them, it is to ensure all  
24 appropriate officers are trained on how and when

1 to call for case assist. Ensure a dedicated CPD  
2 member is assigned and has appropriate capacity  
3 to provide ongoing and systemwide support to the  
4 Care program.

5 And then the third goal is to allow  
6 Care to return to self-dispatch by granting the  
7 Care Team access to the appropriate functions of  
8 the CAD system while restricting the components  
9 that they should not be able to access.

10 Commissioners, I'm asking you guys  
11 to please support these goals and ensure that  
12 they are included in the Superintendent goals  
13 that you're working on.

14 I'm happy to discuss these further,  
15 and I'm grateful for those of you we've already  
16 spoken to about this. Thank you very much for  
17 your time.

18 DISTRICT COUNCILOR QUINTERO: Hello,  
19 everybody. My name is Leonardo Quintero,  
20 L-E-O-N-A-R-D-O, Q-U-I-N-T-E-R-O, out of the 12th  
21 District.

22 Last month we sent a letter to the  
23 Commissioners regarding -- hearing to -- for a  
24 hearing to investigate -- investigate loosely,

1 CPD and their interaction and involvement with  
2 federal agencies, ICE and CBP specifically.

3 I do want to give an update that  
4 today -- earlier today we did meet with the  
5 president and vice president, and it seems like  
6 we have some commitment, and we are going to be  
7 moving forward.

8 We are still trying to hash out  
9 what that kind of looks like, but for everyone to  
10 understand where this came from, I've spoken to  
11 hundreds of community members and many are  
12 concerned, and we understand that, you know, our  
13 City since January has had several incidents that  
14 have raised concerns for many people.

15 So with that in mind, I felt it  
16 necessary to send a letter to ask for this  
17 hearing working with other District Councilors to  
18 sign on, as well as a majority of District  
19 Councilors to sign on, as well as majority  
20 districts to sign on. So we understand how  
21 crucial and important this is.

22 So thank you all and hope to keep  
23 you all involved. Shout out to COPA over here.  
24 Hopefully you guys are able to attend that as

1 well. Thank you.

2 PRESIDENT TERRY: Thank you.

3 DISTRICT COUNCILOR MCGILL: Good evening. My  
4 name is Dion McGill, D-I-O-N, M-c capital  
5 G-I-L-L. I'm a resident of Englewood as well as  
6 7th Police District Councilor.

7 In budget season as we are right  
8 now and watching this huge debate going on, there  
9 was a news article about something that caught my  
10 eye and really gave me pause. There was this  
11 idea of a loan that was being proposed by one of  
12 the budgets. And when reading about it, the loan  
13 was to cover police misconduct settlements to the  
14 tune of \$283 million, and I paused. I was like,  
15 Wait, what? And I feel like this is not being  
16 talked about enough. Not that anything -- I'm  
17 not saying anything needs to be done. I'm saying  
18 it is not being talked about enough.

19 The fact that year after year we  
20 have these humongous police misconduct settlement  
21 cases that go on and on, and we are starting to  
22 feel the financial burden of it as a City. We  
23 are fighting about it, about loans about it.

24 The executive director of the

1 Center for Tax and Budget Accountability called  
2 police misconduct settlements operating costs for  
3 the City moving forward because of how routine it  
4 becomes. So it's like turning on our lights and  
5 buying toilet paper, and that's a problem. It's  
6 preventable. I'm a firm believer. I don't know  
7 what that prevention necessarily looks like. I  
8 don't know what the solution is, but that's a  
9 problem.

10 2021, 93.4 million. 2022, 97.2  
11 million. 2023, 74 million. That was actually  
12 below the budget that year. We were doing well.  
13 2024, \$107.5 million. 2025, by the month of  
14 September, \$231 million, which was triple the  
15 budget of 82 million.

16 I don't want to relegate people to  
17 numbers. So we're also talking about lives that  
18 have been irrevocably altered, right, as well as  
19 people who have shown themselves woefully  
20 unequipped to do their job in that moment.

21 Let's make no mistakes. There are  
22 people working in Chicago today who've cost the  
23 City hundreds of thousands of dollars that will  
24 be clocking in as Chicago police officers

1 tomorrow. Also a problem.

2 I don't feel like this discussion  
3 happens enough on how we curb these costs, how we  
4 curb this trauma, and how we fix our City to make  
5 it reflect what this is all supposed to be about,  
6 accountability. I see it frequently. District  
7 Councilors and the Commission. We don't have to  
8 be friends with the people that we're supposed to  
9 be working with. All we have to do is ask them  
10 to do their jobs, and we have to hold them  
11 accountable.

12 And sometimes as a former school  
13 teacher, when you are holding somebody  
14 accountable, they dislike you. I don't care.  
15 This is for your benefit and for mine, and  
16 certainly for the City, and I think there's  
17 something we need to figure out about this. But  
18 it's ridiculous. And we need to talk about it  
19 more as a body and as individuals.

20 I don't think I've heard this  
21 discussion, and I don't attend every meeting, I  
22 fully admit it, but if we're not talking about  
23 these police misconduct cases and how they're  
24 bleeding the City, not just in money, please

1 don't think I'm talking financially, then we need  
2 to do so, and I would like to see this happen.  
3 Thank you.

4 PRESIDENT TERRY: Thank you. Do we have any  
5 other comments? No. Okay.

6 So we reached the end of our public  
7 comment period. Thank you again to all of our  
8 speakers. We truly do value your input.

9 The next order of business is the  
10 approval of the minutes. Before today's  
11 meetings, draft minutes of the Commission's  
12 regular meeting held on November 13th were shared  
13 with all Commissioners. Are there any  
14 corrections to the draft minutes that have been  
15 circulated? If there are no corrections, I move  
16 to approve the minutes.

17 COMMISSIONER GOTTLIEB: Second.

18 PRESIDENT TERRY: I have moved to approve the  
19 minutes of the Commission's meeting held on  
20 November 13th. Commissioner Gottlieb has  
21 seconded. Is there any debate on the motion?  
22 Hearing none, we will move to a vote. Those in  
23 favor of adopting the motion to approve the  
24 minutes of the Commission's meeting held on

1 November 13th, please signal by saying aye.

2 (CHORUS OF AYES.)

3 PRESIDENT TERRY: Those opposed say nay.

4 (NO RESPONSE.)

5 PRESIDENT TERRY: The ayes have it and the  
6 motion carries.

7 On to our next order of business  
8 which will be new business.

9 The first item is the approval of a  
10 series of closed meetings.

11 Section 2(c) (3) of the Illinois Open  
12 Meetings Act allows the Commission to meet in  
13 closed session to consider the following  
14 subjects: The selection of a person to fill  
15 public office as defined in this Act, including a  
16 vacancy in a public office when a public body is  
17 given power to appoint under law or ordinance or  
18 the discipline, performance or removal of the  
19 occupant of a public office when the public  
20 office -- when the public body is given power to  
21 remove the occupant under law or ordinance.

22 Section 2(a) of the Act authorizes  
23 the Commission to take a vote to hold a series of  
24 closed meetings over the course of not more than

1 three months. From today and only for the  
2 purposes cited under section 2(c)(3), over the  
3 next few months, the Commission may need to meet  
4 in closed session for reasons that are allowed  
5 under the Open Meetings Act, including  
6 discussions about appointments and filling  
7 vacancies. I move to hold a series of closed  
8 meetings to take place for the maximum period  
9 allowable as authorized by Section 2(c)(3) of the  
10 Open Meetings Act. Is there a second?

11 COMMISSIONER PIEMONTE: Second.

12 PRESIDENT TERRY: I moved to hold a series of  
13 closed meetings to take place for the maximum  
14 period allowable as authorized by Section 2(c)(3)  
15 of the Open Meetings Act. Commissioner Piemonte  
16 has seconded. Is there any debate on the motion?  
17 Hearing none, we'll move to a vote. Those in  
18 favor of holding a series of closed meetings to  
19 take place for the maximum period allowable as  
20 authorized by Section 2(c)(3) of the Open  
21 Meetings Act, please say aye.

22 (CHORUS OF AYES.)

23 PRESIDENT TERRY: Those opposed?

24 (NO RESPONSE.)

1           PRESIDENT TERRY: The ayes have it and the  
2 motion carries.

3           The Commission is authorized to  
4 hold a series of closed meetings to take place  
5 for the maximum time period allowable as  
6 authorized by Section 2(c)(3) of the Open  
7 Meetings Act.

8           Our next order business will be  
9 reports and updates. We will begin with the  
10 update regarding traffic stops, and I will turn  
11 to over to Commissioner Wortham.

12          COMMISSIONER WORTHAM: Thank you, President  
13 Terry.

14           Good evening, everyone. So as many  
15 of you are aware, and we have reported the last  
16 couple of meetings, about a little over a year  
17 ago, the Independent Monitor working with the  
18 Consent Decree recommended that traffic stops be  
19 added into the Consent Decree. What that would  
20 mean is that traffic stop policies would be  
21 governed by and proceed according to the Consent  
22 Decree work.

23           With that, the CCPSA has worked  
24 with CPD to come up with an agreement as to how

1 we would work toward having traffic stops added  
2 to the Consent Decree.

3 Of course, if traffic stops were  
4 not in the Consent Decree, CCPSA would be  
5 proceeding pursuant to our regular policy-making  
6 procedures.

7 The Commission is now working with  
8 CPD, the Independent Monitor, the Office of the  
9 Attorney General to come to an agreement on  
10 traffic stop policies for reviewing and  
11 implementation of the policy.

12 We have met twice since our last  
13 meeting. The most recent meeting being this  
14 afternoon.

15 President Terry and I serve on that  
16 working group, and we will continue to do that  
17 work and work with the various entities in an  
18 effort to get this done. Are there any  
19 questions? None. Thank you.

20 PRESIDENT TERRY: Next, I will provide two  
21 updates. First, regarding Immigration and  
22 Customs Enforcement. Commissioner Rubi Navarijo  
23 and I -- or Vice President Rubi Navarijo and I  
24 have been meeting with stakeholders regarding --

1 for the Commission to hold a hearing on  
2 Immigration and Customs Enforcement as it relates  
3 to the Chicago Police Department, and we will  
4 provide more updates as they become available,  
5 but we did want to make you all aware that we've  
6 been having those meetings.

7 Second, regarding the COPA chief  
8 search. In February 2025, the COPA chief  
9 resigned. The Commission is tasked with  
10 appointing a new COPA chief. So the Commission  
11 has conducted a nationwide search bringing in the  
12 Byers Group.

13 In September, the Commission put  
14 out an application of the COPA Chief  
15 Administrator. We received 24 applications from  
16 candidates around the country, and we carefully  
17 reviewed all of the applications.

18 The Commission is currently  
19 conducting those interviews and will be selecting  
20 a nominee soon.

21 After the Commission selects a  
22 nominee, the mayor has an opportunity to comment  
23 on the nominee, and then the nominee goes to City  
24 Council for a full hearing with the Police and

1 Fire Committee, and then a vote of the full City  
2 Council.

3 Are there any questions from the  
4 Commission? All right. Seeing none, we will  
5 move to our next item.

6 Today we will receive updates on  
7 draft goals from the Police Superintendent, the  
8 Interim Chief Administrator of the Civilian  
9 Office of Police Accountability, or COPA, and the  
10 Police Board President.

11 By law, every year the Commission  
12 sets goals with the Police Superintendent, COPA  
13 Chief Administrator, and Police Board President.  
14 The law says that in December, those leaders  
15 draft goals for the Commission to consider, and  
16 then the Commission responds with its proposed  
17 goals, then in January, the Commission meets with  
18 each leader to discuss the goals and consider  
19 changes, and then the Commission votes on the  
20 goals during its January meeting.

21 We're at the point in this process  
22 where the leaders have submitted draft goals and  
23 the Commission is reviewing them for proposing  
24 goals by the end of the month.

1                   Tonight we will get presentations  
2 from the drafts, and Commissioners can ask  
3 questions and share feedback.

4                   First, we'll have Police Board  
5 President Kyle Cooper who will present his  
6 proposals for 2026. President Cooper.

7                   PRESIDENT COOPER: Thank you, President  
8 Terry, and thank you rest of the Commissioners.  
9 And congratulations, President Terry. I don't  
10 think I've seen you since your appointment of  
11 president. Congrats.

12                   I'd also like to take a quick  
13 moment of personal privilege to shout out Officer  
14 Tyler Alexander in the building with us today. I  
15 grew up with Officer Alexander, and I want to  
16 thank him for his service and all the officers  
17 who are with us tonight from the 11th District  
18 and throughout the City of Chicago who are doing  
19 their best to keep us and the community safe. So  
20 thank you, Officer Alexander.

21                   Before I get to the proposed goals  
22 for 2026 for myself as president of the Police  
23 Board, I just want to remind everybody what it is  
24 that the Police Board is empowered to do, and the

1 Police Board has five primary goals. The first  
2 of which is to decide disciplinary cases brought  
3 against sworn officers of the Chicago Police  
4 Department.

5 The second power and responsibility  
6 of the Board is to decide appeals by applicants  
7 who have appealed or applied to become Chicago  
8 police officers.

9 The third, and we're going to talk  
10 about that a little bit tonight, is the Board has  
11 the power to adopt rules and regulations for the  
12 governance of the Chicago Police Department.

13 The fourth is the Board can make  
14 policy recommendations to the Superintendent of  
15 Police for changes that the Board thinks might be  
16 beneficial to the member of the public but also  
17 to the officers who are serving the public as  
18 members of the Chicago Police Department.

19 And the fifth is the Police Board  
20 holds monthly public meetings at which various  
21 stakeholders, including the Superintendent of  
22 Police, the Chief Administrator of COPA, myself  
23 as Police Board President, members of the Office  
24 of Inspector General's Office, and other notable

1 speakers in academics and citizens can come and  
2 present the latest update and information  
3 regarding the City's accountability system and  
4 also field questions and responses from the  
5 public.

6 And just a quick plug, the next  
7 Police Board meeting is scheduled to take place  
8 next Thursday, December 18th, at 7:30 p.m. at the  
9 Chicago Public Safety Headquarters on Michigan  
10 Avenue.

11 Next slide, please. So Section  
12 2-84-030 of the Municipal Code of Chicago grants  
13 the Police Board the power to adopt the rules and  
14 regulations of the governance of the Chicago  
15 Police Department. The rules and regulations  
16 establish the general goals and duties of Chicago  
17 Police Board members and set forth rules of  
18 conduct that every officer is required to follow.

19 Now, I'm going to briefly get into  
20 it, but these rules have been in existence for  
21 nearly 50 years with some of the rules dating  
22 back to the 1970s. And so I'll talk about,  
23 again, very briefly tonight, the fact that the  
24 Police Board and myself have begun the process of

1 revising those rules to the extent we can under  
2 applicable Illinois law and not to infringe upon  
3 the Union's bargaining rights, such that they  
4 reflect the realities of modern and effective  
5 policing in the 21st Century.

6 Next slide, please. And so with  
7 that in mind, I'm really taking a two-prong  
8 approach to the 2026 goals that are going to  
9 build off of the 2025 goals.

10 And so for 2025, one of the goals  
11 that I had as the president of the Chicago Police  
12 Board was to meet with the various stakeholders  
13 to at first determine what rules needed to be  
14 looked at, what rules needed to potentially be  
15 revised, what rules could benefit from further  
16 clarification, and what rules, frankly, may no  
17 longer need to be in effect just because, as I  
18 mentioned previously, some of these rules were  
19 established and written in the 1970s, and I don't  
20 think I need to tell any of you here that we are  
21 a long way from the 1970s in a lot of different  
22 ways.

23 So as part of that process, I,  
24 myself, and Max Caproni, who is with us tonight,

1 who is the executive director of the Police  
2 Board, met with various stakeholders to get their  
3 advice and input. We met with Superintendent  
4 Snelling; we met with COPA; we met with the  
5 Inspector General, the Deputy Inspector General  
6 for Public Safety, and we talked to the Law  
7 Department to discuss their views and to gain  
8 their insight on what it is that myself should  
9 and the Police Board should be trying to look at  
10 in terms of revising the goals such that they  
11 would have the most maximum impact in terms of  
12 how police officers on the street would be able  
13 to internalize and think about these rules as  
14 they go about doing their very difficult and  
15 tough jobs, but also to see if there were ways to  
16 revise these rules such that would help, you  
17 know, investigative bodies such as COPA and the  
18 Law Department have greater clarity around  
19 potential disciplinary decisions.

20 And so the goal was to solicit  
21 feedback and advice from these key stakeholders  
22 to get a keen sense as to what revisions made  
23 sense.

24 Next slide, please. And so as I

1 briefly talk about, there's currently more than  
2 50 rules of conduct that every CPD officer is  
3 required to follow. Examples of some of those  
4 rules are prohibitions on police officers' use of  
5 excessive force, unjustified use of a weapon,  
6 making false statements, and failing to report  
7 misconduct.

8           The Police Board, just by virtue of  
9 our history handling disciplinary cases in the  
10 City of Chicago, has extensive experience as to  
11 what investigations and charges look like when we  
12 get to decide these cases, and so myself and  
13 other Board members who assisted me in this  
14 process took in that sort of history and that  
15 advice, and we tried to put together a set of  
16 proposed rules that are clear, because a lot of  
17 the rules are written so broadly that it's really  
18 hard for all the stakeholders who are impacted by  
19 the rules to have a full, clear understanding as  
20 to what some of the rules actually mean. And to  
21 provide some of that clarity, we proposed things  
22 such as comments that would provide concrete  
23 examples of what certain rule violations may or  
24 may not look like, and we've also updated some of

1 the language to reflect common and more natural  
2 language that most of us would be familiar with  
3 and use in our day-to-day lexicon. That's some  
4 of those changes that we have proposed in putting  
5 together some of these revised roles.

6 Next slide, please. And so my goal  
7 for 2026 is to take that listening tour that I  
8 and other Board members engaged in in 2025 and to  
9 put that work into concrete, tangible, written  
10 work product that we can take to various  
11 stakeholders, such as the FOP, such as the  
12 Superintendent, such as COPA, to get their  
13 insight and advice as to whether or not the  
14 proposed revisions that I have sent over to CCPSA  
15 are things that are really doing what they're  
16 intended to, which is to provide clarity and  
17 certainty and really to reflect the realities of  
18 modern-day policing in the City of Chicago. And  
19 so for the rest of next year, we're going to be  
20 taking that written work product. We're going to  
21 be soliciting feedback on that, and then with the  
22 ultimate goal to put that written work product  
23 into a finalized set of new and revised rules  
24 that will ultimately be put out for public

1 comment and noticed, and hopefully will  
2 eventually become adopted such that we would have  
3 a set of rules and regulations governing the  
4 actions and conduct of Chicago police officers  
5 that, again, reflect modern 21st Century reality  
6 of policing, and not policing as it may have  
7 existed in the 1970s. So that's my first  
8 proposed goal for 2026.

9 My second proposed goal for 2026 is  
10 to identify, as I always try to do, additional  
11 and hopefully helpful improvements in the  
12 inter-police disciplinary process in terms of  
13 lines of communications between CPD, COPA, the  
14 Police Board, CCPSA, OIG, such that all of these  
15 disparate and individual organizations have a  
16 better understanding as to what the other  
17 organizations are doing, and to help smooth out  
18 any friction points that may have arisen just by  
19 nature of the differences in the missions of the  
20 departments that are all involved in the  
21 accountability process, and to streamline those  
22 communications and processes such that we have an  
23 effective, more transparent, and a clearer police  
24 accountability system in the City of Chicago that

1 works for both the officers who do the hard work  
2 risking their lives every day, but also for the  
3 citizens of Chicago that they are entrusted to  
4 protect.

5 With that, I turn it over to the  
6 Commission to field any questions that you may  
7 have.

8 PRESIDENT TERRY: Thank you so much,  
9 President.

10 So before we do that, I do believe  
11 we have a commissioner virtually. So I will need  
12 for the record to put forth a motion to allow  
13 them to participate.

14 So I move to allow Commissioner  
15 Minor to participate virtually.

16 COMMISSIONER GOTTLIEB: Second.

17 PRESIDENT TERRY: I moved -- made a motion to  
18 allow Commissioner Minor to attend virtually.  
19 Commissioner Gottlieb has seconded. Is there any  
20 debate on the motion? Hearing none, all in  
21 favor, please say aye.

22 (CHORUS OF AYES.)

23 PRESIDENT TERRY: Any opposed?

24 (NO RESPONSE.)

1           PRESIDENT TERRY: The eyes have it.

2                       Commissioner Minor, you are now a  
3 part of the meeting virtually for the record.

4           COMMISSIONER MINOR: Thank you.

5           PRESIDENT TERRY: Does anyone have questions  
6 for President Cooper?

7           COMMISSIONER WORTHAM: Hi, President Cooper.  
8 How are you? Thanks for being here.

9                       It's not so much a question, of  
10 course, it is just a slight comment, but you  
11 actually tie it into your second goal. You  
12 know -- not as of late, but I tried to come to as  
13 many meetings of yours that I can. I think it is  
14 probably a compliment people come to your  
15 meetings, as you know, with a lot of public  
16 comment, feedback on things that maybe aren't in  
17 your purview on the Police Board. I think,  
18 again, it's a compliment to you because of the  
19 environment there, they feel comfortable. Often  
20 I know the other agency heads are there, so it  
21 may be a way to be heard.

22                       I'm wondering if we can go into the  
23 second goal, kind of what you did at the start of  
24 your presentation here today, which is really

1 outlining the authority of the Board, and then  
2 selfishly requesting a plug here for a lot of the  
3 things -- not to say -- people are welcome to  
4 give public comment wherever they like to, but I  
5 think it might be helpful for this body --  
6 because when I go to your meetings, a lot of what  
7 I hear are issues that we actually should be  
8 hearing here, but those people don't come here.  
9 Does that make sense? I'm just wondering if --  
10 it is a selfish request -- as a part -- not to  
11 discourage them, but just remind them of the  
12 authority of the Board versus the authority of  
13 this body and the various bodies and encourage  
14 them to attend all meetings and share all that  
15 feedback, because I actually think that would be  
16 very, very helpful for me and my colleagues.

17 PRESIDENT COOPER: Thank you, Commissioner  
18 Wortham, for the comment. I think it's a really  
19 important one. Thank you for coming to the  
20 meetings. You know, I know I it's not always  
21 easy to go to as many obligations as we all have.  
22 So as a Board, I really thank you for coming on  
23 behalf of CCPSA. And for your comment about  
24 the -- I think benefit that comes from myself as

1 the president of the Board, but the Police Board  
2 in general during our meetings, to let the public  
3 know what it is that the Board does and does not  
4 do.

5                   You know, I think it's a testament  
6 to the work that the Commission has been doing,  
7 especially the District Council level, where  
8 we've had some of the District Council members  
9 recently make appearances at the monthly Board  
10 meetings to field some of the more, I guess,  
11 local concerns that sometimes will get posed to  
12 me at the Police Board meetings.

13                   And so I will certainly continue  
14 and do my best in 2026 to inform the public the  
15 parameters and the responsibilities of the Board,  
16 but also to let them know, you know, what the  
17 good work that CCPSA is doing, the work that the  
18 District Council is doing to inform the public,  
19 to the extent that we can, that there are a  
20 variety of avenues for which they can go and get  
21 answers to their questions, and we will continue  
22 to make the case.

23                   I also want to shout out to Chief  
24 Novalez. I know he is not here right now, but

1 he's done a tremendous job in the last couple of  
2 months being very responsive to questions and  
3 inquiries from the members of the public to try  
4 to deal with their discrete problems and issues.

5           And one of the things I will just  
6 say, because I'm here and I figure I might as  
7 well say it, is that the Board has now -- Chief  
8 Novalez has essentially taken on the task of  
9 putting together meeting minutes from the Board  
10 meetings to specifically identify the comments  
11 from the public that are raised during the Police  
12 Board meetings so that we can better track, you  
13 know, whether or not the members of the public  
14 are getting resolutions to the questions and  
15 issues being brought before the Board.

16           So a shout-out to Chief Novalez.  
17 And your point is well taken about just reminding  
18 the public as to what it is the Board does and  
19 does not do.

20           PRESIDENT TERRY: Thank you. Do we have any  
21 other questions?

22           VICE PRESIDENT RUBI NAVARIJO: Hello. Hi,  
23 President Cooper. Thank you for coming. And I  
24 also want to thank you for your continued

1 dialogue along our goals. We've had  
2 conversations with the staff and the rest of the  
3 Commissioners, so I want to thank you there. I  
4 only have one question as we move into 2026.  
5 Obviously, we agree that the rules and  
6 regulations need to be updated. We understand  
7 that's important. What is maybe one or two  
8 challenges you see with trying to fulfill this  
9 goal in the new year that we can work on  
10 together?

11 PRESIDENT COOPER: Thank you very much, Vice  
12 President, for that question. And thank you also  
13 for your help, guidance, and leadership ushering  
14 this goal process forward.

15 I will speak for both myself and  
16 Max that the process has been extremely  
17 efficient. It's smooth. Thank you very much to  
18 Julie Derrig as well for the help in organizing  
19 that, and Adam Gross, Ms. Piemonte. The process  
20 has been really smooth.

21 In terms of challenges to getting a  
22 finalized revised set of rules and conduct in  
23 2026, I see a couple of challenges that we've  
24 talked about, but I think it might be good to

1 share with those in the room and those listening  
2 as well. There are both Illinois laws and  
3 collective bargaining rights that inform an  
4 impact, the ability of the Board to, one, not  
5 only propose certain rules, changes, but also to  
6 implement those. And just by way of example, you  
7 know, under Illinois Labor Relations Law and also  
8 the Collective Bargaining Agreement between FOP  
9 and the City, anything that touches upon sort of  
10 the hours and wages and conditions of employment  
11 of Chicago police officers, it's something that  
12 the Union and the City has bargained for and is  
13 something that needs to go through the collective  
14 bargaining process.

15 One of the things that was a very  
16 important and, I think, beneficial part of the  
17 2025 process was to, one, get that legal  
18 analysis, both from the Board's general counsel,  
19 but also from the Law Department, and then  
20 speaking with the stakeholders in the room to  
21 just to determine, you know, what is possible in  
22 terms of the revisions.

23 So I'm sure as the Commission  
24 digests and takes a closer look at the proposed

1 revisions to the rules that we sent to you all  
2 not too long ago, so I know you're still  
3 digesting it, you will see a lot of the changes  
4 are explanatory, are in the margin. They don't  
5 really go to wholesale sort of systematic  
6 changes, which is something that was initially  
7 maybe something I thought would be the end result  
8 of the process.

9                   And so the project got pared down  
10 in some ways in 2025, which was necessary because  
11 of those constraints. And so I think because we  
12 now have a better understanding as to what it is  
13 that the Board can and can't do in terms of  
14 changes to the rules of conduct without impacting  
15 the Union's collective bargaining rights or  
16 without having the City face a lawsuit, that  
17 would require an enormous amount of time, money,  
18 and investment to defend, that I think we have a  
19 better idea as to what the end result of these  
20 rules and revisions might look like. And so I'm  
21 hopeful because of the work we did in 2025, that  
22 2026 we should be able -- when we're standing  
23 here and sitting here and listening here next  
24 year, I hope to be able to tell you that we have

1 a new set of rules and revisions that have been  
2 voted on and have been approved and are in place.

3 PRESIDENT TERRY: Thank you. Do we have any  
4 other questions for President Cooper? Thank you,  
5 President Cooper.

6 PRESIDENT COOPER: Thank you, President  
7 Terry. Thank you, Commissioners.

8 PRESIDENT TERRY: Now we will hear an update  
9 from the interim COPA Chief Administrator LaKenya  
10 White. Chief White.

11 INTERIM CHIEF WHITE: Good evening,  
12 Commissioners, Commission staff, and members of  
13 the community. Thank you for the opportunity to  
14 provide a brief overview of COPA's goal setting  
15 process. Next slide.

16 Before reviewing COPA's proposed  
17 2026 goals, I would like to provide an update on  
18 our 2025 goals and the progress we have made.

19 As outlined in the goal-setting  
20 process, COPA provides the Commission with a  
21 self-evaluation each year.

22 We submitted our 2025  
23 self-evaluation earlier this month, and look  
24 forward to receiving the Commission's evaluation

1 in the weeks ahead.

2 As you can see on the slide, COPA  
3 established four goals for 2025. First, COPA was  
4 to draft a policy in coordination with the  
5 Commission that governs COPA's communication with  
6 the media and other key stakeholders about open  
7 cases.

8 COPA developed a media and key  
9 stakeholder guidance to address this. The  
10 guidance was informed by consultation with law  
11 enforcement and oversight agencies and through  
12 collaboration with the Commission. It is now in  
13 effect.

14 Second. COPA was tasked with  
15 implementing a pattern-and-practice policy.

16 Throughout 2025, COPA began a  
17 comprehensive effort to structure this policy.  
18 This included reviewing investigations conducted  
19 by leading agencies such as Department of  
20 Justice.

21 COPA has engaged researchers,  
22 community groups, subject-matter experts and  
23 other civilian oversight bodies to ensure the  
24 framework is informed by national best practices.

1 COPA submitted a draft policy to the  
2 Commission last week and looks forward to their  
3 feedback.

4 Third. COPA was to continue  
5 developing its mediation program and to finalize  
6 the policy governing that program.

7 COPA held community conversations  
8 earlier this year to ensure the program is shaped  
9 by community input.

10 COPA has trained staff throughout  
11 2025 on how the program will function within the  
12 agency's workflow.

13 Recruitment and screening for  
14 community mediators is now underway, and the  
15 program is anticipated to launch in early 2026.

16 And, lastly, COPA has -- COPA was to  
17 finalize a policy that defines our collaborative  
18 relationship with the Commission.

19 Throughout the year, COPA worked  
20 closely with Commission staff internal teams to  
21 develop a memorandum of understanding, or MOU,  
22 that outlines information sharing and meeting  
23 participation and other key functions.

24 COPA is in the final stages of

1 completing this MOU with the Commission.

2 Next slide. On this slide, you will  
3 see two figures that sit at the core of how COPA  
4 measures its success.

5 COPA is approaching full compliance  
6 with the Consent Decree. And our caseload  
7 remains just under 600 pending cases.

8 Next slide. 2026 goals. The slide  
9 lists COPA's four proposed goals for 2026. I  
10 will walk through each of them in more detail on  
11 the following slides. These goals were developed  
12 in collaboration with the Commission, and we look  
13 forward to advancing them in the year ahead.

14 Next slide. COPA's first 2026 goal  
15 is the implementation of disciplinary consistency  
16 guidelines. This work aims to strengthen  
17 internal consistency in our disciplinary  
18 recommendations and increase alignment with BIA  
19 on aggravating and mitigating factors. Greater  
20 alignment is intended to reduce disagreements  
21 between COPA and CPD on penalty recommendations.

22 Next slide. COPA's second goal is  
23 the creation of a new community advisory  
24 committee. This committee will play an important

1 role in the development and socialization of  
2 COPA's policies and procedures.

3 We also look forward to including  
4 young Chicagoans as members. Ensuring a diverse  
5 set of voices is present when COPA develops or  
6 updates policy is essential.

7 We look forward to this committee  
8 serving an additional avenue for meaningful  
9 stakeholder engagement.

10 Next slide. COPA's third goal is a  
11 joint goal with CPD. The goal recognizes the  
12 deficit surrounding public awareness and  
13 understanding of Chicago's accountability system.

14 Chicago has taken major steps to  
15 address these gaps through extensive community  
16 outreach, yet we acknowledge that more work is  
17 needed.

18 A formal partnership with CPD will  
19 allow us to expand these efforts and ensure  
20 members of the public have a clear and accurate  
21 understanding of the system.

22 Next slide. COPA's final 2026 goal  
23 is to provide a cadre of community mediators for  
24 the mediation program. These individuals will

1 serve as mutual facilitators and play a critical  
2 role in ensuring positive and productive  
3 outcomes. Their work will be guided by best  
4 practices and evaluated on an ongoing basis by  
5 COPA's mediation team.

6 Last slide. In closing, I want to  
7 thank the Commission for its ongoing  
8 collaboration throughout this process, and I am  
9 happy to answer any questions.

10 PRESIDENT TERRY: Thank you so much, Chief  
11 White. Do we have any questions?

12 COMMISSIONER MINOR: I have a question. Can  
13 you all hear me?

14 COMMISSIONER PIEMONTE: Hi. For 2025  
15 patterns and practice, COPA will not fully  
16 complete its 2025 goal around patterns and  
17 practice. Is COPA committed to continuing to  
18 engage with CCPSA on this goal in 2026 until it  
19 is finalized which includes getting feedback from  
20 Commissioners and the community?

21 INTERIM CHIEF WHITE: Absolutely,  
22 Commissioner Piemonte. So just for, you know,  
23 clarification, we did submit the draft policy,  
24 which you guys have to review and give to us, but

1 that policy also has to go through the monitors,  
2 the IMT team, and it also has to go through OAG,  
3 as well, for that policy to be finalized.

4 So we look forward to still working  
5 with you guys in order to finalize that policy.

6 COMMISSIONER PIEMONTE: Thank you.

7 INTERIM CHIEF WHITE: Thank you.

8 COMMISSIONER GOTTLIEB: So thank you, Interim  
9 Chief White, for being here.

10 So I'll start with one question  
11 about the second goal for 2026 which is the  
12 Policy Advisory Group that you are hoping to  
13 create.

14 I'm wondering how that group will  
15 be selected and how you will make sure that you  
16 get diverse voices in that group.

17 INTERIM CHIEF WHITE: Sure. So we put out  
18 something almost like an application process for  
19 review, so look for that to be on our website.  
20 Look for that to be on our social media outlets.  
21 Please, you know, send it out in your meetings.  
22 I'm asking people here if you are interested, see  
23 me or my staff afterwards as well. We will try  
24 to promote it to CPD as well at the Police Board

1 meetings as well, too. We're going to do a lot  
2 of community output for this. Get a lot of  
3 community input as well.

4 COMMISSIONER GOTTLIEB: Thank you.

5 VICE PRESIDENT RUBI NAVARIJO: In relation to  
6 this, can District Councilors sit on this  
7 committee or is -- is this just for --

8 INTERIM CHIEF WHITE: I don't see why not.  
9 But let's talk about it. Let's talk about it. I  
10 have to go through the legal chains to see if  
11 it's going to be appropriate. So to be  
12 continued. We can get you that information.

13 VICE PRESIDENT RUBI NAVARIJO: Just in case  
14 like the District Councilor asks, I think it  
15 would be good to have that.

16 COMMISSIONER GOTTLIEB: So a question related  
17 to the goal four for this coming year.

18 So I'm obviously excited to see the  
19 continued emphasis on the community mediators.

20 A question I have is, how will you  
21 make sure that the mediators are truly  
22 representative of the communities they are in,  
23 especially -- yeah, given how much goes into  
24 potentially becoming a mediator? So what's going

1 to be done to make sure that the mediators are  
2 truly representative of the communities?

3 INTERIM CHIEF WHITE: Sure. We have an  
4 advisory group that's actually going to select  
5 the mediators, and that advisory group is of  
6 community organizers. It's also CPD staff as  
7 well, so we have a good mix in order to select  
8 those mediators.

9 PRESIDENT TERRY: Commissioner Minor, you can  
10 come off of mute for your question.

11 COMMISSIONER MINOR: Thank you. Can you all  
12 hear me? Hello, this is Commission Minor.

13 PRESIDENT TERRY: We can hear you.

14 COMMISSIONER MINOR: Awesome. Thank you so  
15 much for your presentation, Interim Chief White.

16 I know that there have been six  
17 officer-involved shootings recently. I just  
18 wanted to know at a very high level what you can  
19 disclose to the public. What were some of the  
20 challenges, successes of what's going on  
21 internally? And if there are any goals for 2026  
22 to optimize COPA's internal investigations or  
23 potentially patterns and practices to address  
24 some of the things you have saw in your time in

1 office recently.

2 INTERIM CHIEF WHITE: Sure. As you know, we  
3 cannot speak on open investigations, so that's  
4 first and foremost.

5 I will tell you the challenges we  
6 face, our staff, as you may know, we are facing  
7 challenges as far as staffing vacancies, so that  
8 has been an issue, but yet we are still pushing  
9 and responding and maintaining, so that is going  
10 well.

11 As far as patterns and practices,  
12 none has been identified at this time. Does not  
13 mean that nothing can come out at the end, but we  
14 continue to look at cases as they come along.

15 COMMISSIONER MINOR: Thank you.

16 INTERIM CHIEF WHITE: Thank you.

17 COMMISSIONER WORTHAM: Hi, Chief White.  
18 Thank you for being here and thank you for your  
19 presentation. I have two questions. So the  
20 first one is -- and forgive me if this was  
21 covered, and I just missed it, but for the  
22 mediation program, am I correct in understanding  
23 that that's optional for officers? Like  
24 participation.

1 INTERIM CHIEF WHITE: Yes, it is optional.

2 COMMISSIONER WORTHAM: So the cases that are  
3 eligible for mediation, are those cases that  
4 would then just proceed pursuant to your regular  
5 process, or cases that would not normally rise to  
6 the level of something you would investigate, but  
7 you're funneling them to mediation -- and I think  
8 I've heard you say this before -- in an attempt  
9 to kind of, you know, bridge the gap between the  
10 community and the police. Does that make sense?

11 INTERIM CHIEF WHITE: Let me try to answer  
12 this and hopefully I can answer it, you know,  
13 with this answer. So we have a guidance that we  
14 are working on that would detail our eligible  
15 complaints. So it will have to fall in that  
16 criteria. So it is just not certain complaints.  
17 It is whatever complaints fall within that  
18 criteria. Then it will be optional. So the  
19 community has to buy in and the officer has to  
20 buy in.

21 All this is done in good faith. So  
22 good faith in order to participate.

23 COMMISSIONER WORTHAM: Right. And I  
24 appreciate that. I guess what I'm trying to

1 understand is, once you finalize the list of  
2 criteria, because it's optional for officers, are  
3 these cases that if the officer chooses not to  
4 opt in, would not be something your agency would  
5 proceed on because they don't rise to the level  
6 of something you'd proceed on? Am I  
7 understanding that correctly?

8 INTERIM CHIEF WHITE: It depends. Maybe. It  
9 depends.

10 COMMISSIONER WORTHAM: Okay. So we'll see  
11 that final -- will it delineate -- will the list  
12 be delineated between things you would proceed on  
13 and things that would be just things you would  
14 want to have mediation on in terms of  
15 relationship building?

16 And I can follow up with some  
17 context. I'm not trying to be like unclear here.  
18 What I'm saying -- I'll be frank.

19 I'm concerned -- is there a file being created,  
20 right -- okay, well, we have this many mediations  
21 which suggests potential wrongdoing where there  
22 isn't necessarily wrongdoing but something your  
23 agency might identify as an opportunity point for  
24 relationship building. Does that make sense?

1 INTERIM CHIEF WHITE: That makes sense.

2 COMMISSIONER WORTHAM: Okay. That's my  
3 concern, and how will that be managed so that it  
4 is truly something that proceeds -- I'm sure  
5 you're proceeding in good faith, but it isn't  
6 being manipulated in terms of the data to suggest  
7 something that isn't there.

8 INTERIM CHIEF WHITE: We will still do a full  
9 review to make sure the case can be mediated.  
10 Everything will be -- so we will look at each  
11 case and evaluate.

12 When we think about cases, you know  
13 the complainant calls in and makes complaint;  
14 however, we still have to do a full review of  
15 that case. And if it don't align with what's in  
16 that policy, if it's harmful to CPD or harmful to  
17 the community, those cases cannot be mediated.  
18 So every case has to be evaluated differently in  
19 order to proceed.

20 COMMISSIONER WORTHAM: And it might be maybe  
21 once we have the list, we'll be able to follow up  
22 with more specificity so I can understand better.  
23 It might just be me. We will see that during  
24 this --

1           COMMISSIONER GOTTLIEB: Can I ask it in a  
2 slightly different way that might --

3           COMMISSIONER WORTHAM: Of course you can.

4           COMMISSIONER GOTTLIEB: So just following up  
5 on that, is it a replacement for the discipline  
6 for the disciplinary procedure or is it separate?

7           INTERIM CHIEF WHITE: No. This is not  
8 replacement for discipline.

9           COMMISSIONER GOTTLIEB: In a specific case,  
10 if someone goes to mediation, they're no longer  
11 going through the normal disciplinary channels,  
12 correct?

13          INTERIM CHIEF WHITE: Correct.

14          COMMISSIONER WORTHAM: Just so I'm clear. I  
15 get that. My concern is, I don't want to be  
16 creating the appearance of a need for discipline  
17 where one doesn't exist in the effort to build  
18 relationships. And that's what I'm concerned  
19 about in terms of -- because we all know we're  
20 data, data, data, data. If we are going to say  
21 we've done this many mediations, I want to be  
22 clear about how that's represented in terms of  
23 what's going on in the City. That's all.

24                           I do think it will make sense,

1 Chief, once we see the list and how it's used.

2 Thank you for that.

3 INTERIM CHIEF WHITE: If you have more  
4 questions, I'm free to answer.

5 COMMISSIONER WORTHAM: Thank you. I  
6 appreciate it.

7 My second question. I want to be  
8 clear about this. This is not something I  
9 believe that -- this is not something that I know  
10 that the working group has talked to you about,  
11 so this is not me springing this on you. This is  
12 something that predates you and was on the old  
13 rules and kind of fell off. So I want to be very  
14 clear about that to the public, too. This is not  
15 something -- but I want to raise it today because  
16 of our process, and I think the work we still  
17 kind of need to do to get all the thoughts to  
18 you. But it is a question about the Police and  
19 Community Relations Improvement Act, okay, and  
20 compliance with that as it relates to the  
21 certification of officer-involved death lead  
22 investigators. Okay?

23 Now, just for context -- and you  
24 may already know this -- but when I first came to

1 the Commission, we talked about this being on the  
2 goals, and then it kind of fell off of the goals  
3 last year because what we were told was that COPA  
4 did not deem it a goal they could work toward  
5 compliance on because the City Law Department and  
6 other City agencies were trying to figure out how  
7 to come into compliance.

8 I guess my question for you is, do  
9 you have any additional information about working  
10 toward compliance on that in terms of having the  
11 right certified investigators on scenes; and  
12 then, B, if not, as we move forward, is that  
13 something we could fold into one of these goals  
14 in terms of just like the integrity of moving  
15 forward, so that as we're talking to other  
16 agencies in the state who might take -- might  
17 step in on that work, you would be a part of  
18 that? Does that make sense?

19 INTERIM CHIEF WHITE: So, no. I'm trying to  
20 understand the question. You are talking about  
21 PCRIA, correct?

22 COMMISSIONER WORTHAM: Yes.

23 INTERIM CHIEF WHITE: Yes. So our  
24 investigators are trained under PCRIA. We do go

1 through training of PCRIA, so that's why, I  
2 guess, I'm lost in your question.

3 COMMISSIONER WORTHAM: And so maybe if we're  
4 missing an update, I can tell you what we last  
5 were told last year, and that's why I made a  
6 disclaimer.

7 We were last told that compliance  
8 couldn't be achieved in that regard because the  
9 City Law Department and the City and everybody  
10 else was still working on it. So, again, that's  
11 why I gave the disclaimer. I don't know that it  
12 was brought to you in the goals process. And the  
13 last thing we were told last year when I brought  
14 this up was that's why COPA couldn't come into  
15 compliance. Maybe you can talk about that later.  
16 You send us whatever. Great if we've gotten  
17 there but --

18 INTERIM CHIEF WHITE: After the meeting, we  
19 can talk about that and maybe have clarity  
20 from -- I have my general counsel here as well,  
21 so we can provide clarity with that as well, and  
22 Department of Law as well to get them included,  
23 okay, to see if that is even able to be a go.

24 COMMISSIONER WORTHAM: Okay. So I'll just

1 say, if for some reason there's still something  
2 missing, you will be willing to kind of fold it  
3 in as necessary so you guys can, of course, be in  
4 compliance with all laws.

5 INTERIM CHIEF WHITE: Yes.

6 COMMISSIONER WORTHAM: Thank you so much for  
7 being here.

8 VICE PRESIDENT RUBI NAVARIJO: And, Chief  
9 White, thank you for being here, for your  
10 presentation and all the work you're doing. I'm  
11 sure it's not easy with all the vacancies in your  
12 leadership, so thank you.

13 I have a question about 2026 goals.  
14 It's around misconduct investigation, public  
15 awareness, and engagement. I think this question  
16 is pertinent for the goal for next year. As you  
17 know, we had a public comment about what's going  
18 on with ICE and CBP in the community. I wanted  
19 to give you an opportunity to explain what is the  
20 role of COPA at this time when it comes to  
21 Welcoming City Ordinance concerns when it relates  
22 to the Chicago Police Department.

23 INTERIM CHIEF WHITE: Sure. Just a little  
24 background on ICE. The last time I was updated,

1 the budget, we had 24 ICE complaints total that  
2 we received since June. Of those 24, four were  
3 at COPA, two additional were pending preliminary  
4 investigation, so that's a total of six. The  
5 other 17 were assigned to BIA or the Inspector  
6 General'S Office, and one went to ICE's Office of  
7 Professional Regulations -- or Standards. I'm  
8 sorry. So the goal right now is to get COPA --  
9 the WCO added to our ordinance.

10 We are working with City Council to  
11 get that added to our ordinance. We're hoping  
12 and anticipating by the beginning of next year it  
13 will be included.

14 VICE PRESIDENT RUBI NAVARIJO: Thank you,  
15 Chief White. One last thing as we go into 2026.  
16 I'm going to ask questions to CPD as well, but I  
17 do encourage COPA going into 2026, what we can  
18 learn about these incidents and how our  
19 department is responding and just how we can  
20 learn from it to better understand what we can  
21 do, if anything.

22 But I do have another question, if  
23 that's all right. In regards to mediation, will  
24 COPA continue to engage District Councilors about

1 the mediation goal?

2 INTERIM CHIEF WHITE: Yes. I will tell you,  
3 Daisha Muhammad, who is Director of Mediation, is  
4 awesome, and she is definitely going to continue  
5 that community input from the community. So look  
6 for her and send out those requests to the  
7 District Councilors as well.

8 PRESIDENT TERRY: I don't necessarily have a  
9 question, but I do -- I would like to lend my  
10 support to your Community Advisory Council  
11 initiative, as I was one of the inaugural members  
12 of the original Advisory Council for COPA. So,  
13 you know, any conversations you need to have  
14 about the best way to structure that, I will  
15 ensure that you have a representative sample of  
16 the City of Chicago, whatever you need related to  
17 that. Just offering my support. So saying it  
18 publicly so you can hold me to it. I don't have  
19 any questions and thank you.

20 INTERIM CHIEF WHITE: I'm going to accept it  
21 publicly. Thank you, President Terry.

22 PRESIDENT TERRY: Lastly, we will hear an  
23 update from Police Superintendent Larry Snelling  
24 of his proposed goals. Superintendent Snelling.

1           SUPERINTENDENT SNELLING: Good evening.  
2       First of all, let me say thank you to everybody  
3       here, all of our residents who came here because  
4       you are who we represent. I would like to thank  
5       all the officers in the back, Commander Tate,  
6       Deputy Chief Parham, the leadership within  
7       Chicago Police Department, especially with the  
8       11th District and Area 4.

9                       I want to thank the Community  
10       Commission of Public Safety for your partnership  
11       and just say good evening to you. And to  
12       President Terry, just want to say congratulations  
13       on your appointment. Well deserved.

14                      Also, to President Kyle Cooper, your  
15       partnership, thank you. And Interim Chief  
16       LaKenya White, just the hard work that we've done  
17       so far since you've been in the role in an  
18       interim position has just been great. I look  
19       forward to continuing that, and good luck as you  
20       move to get the position permanently.

21                      First of all, let me just again talk  
22       about some of the things that the Chicago Police  
23       Department has done so far, especially when it  
24       comes to the 2025 goals.

1           This year, we fully met our goal to  
2 strengthen victim services for those affected by  
3 crime. This was extremely important that we  
4 reach out to our victims.

5           Our detective division has done a  
6 great job of reaching out to our victims with  
7 victim services, our Family Liaison officers  
8 within the detective division, reaching out to  
9 those people who have been traumatized by violent  
10 crime.

11           It's extremely important that we do  
12 that because it's going help us strengthen our  
13 relationships and strengthen investigations.

14           We also fulfilled our goals in  
15 implementing and updating a policy regarding  
16 prohibition for criminal and bias-based  
17 organizations.

18           We continue to work with the Mayor's  
19 Office with that.

20           Additionally, we had significant  
21 progress toward our goals in the area of  
22 community policing, officer wellness, Fourth  
23 Amendment training, and the workforce allocation  
24 model.

1                   We recently opened our academy to  
2 members of the public. It was our community  
3 training days where people were allowed to come  
4 in and participate in some of the training that  
5 our officers get. It was eye opening for a lot  
6 of the participants. We actually had some  
7 members of the Commission to show up, and it was  
8 a great team-building effort.

9                   Members of our community had a lot  
10 to say about it. We got a lot of great feedback,  
11 and we are going to continue that as we move into  
12 2026.

13                   As we continue our progress for  
14 2025, we have set more goals for 2026.

15                   Our first goal is to increase public  
16 awareness of investigations -- of the  
17 investigative process and create clear accessible  
18 pathways for the community to assist in solving  
19 cases.

20                   Our detectives are already doing  
21 that working with our communities.

22                   What I've spoken about is the  
23 importance of our community partnerships and the  
24 efforts as our community working with our

1 detectives to help increase the value of our  
2 investigations.

3 We want to increase transparency and  
4 understanding around our investigative process,  
5 which will help us build more trust, which leads  
6 to strong investigations throughout the community  
7 as we seek community assistance.

8 Our second goal is to strengthen  
9 forensic evidence collection, analysis, and  
10 storage.

11 Throughout the past few years, we  
12 have made significant investments in our forensic  
13 service section. Forensic science is crucial to  
14 our investigation.

15 It is important for us as a  
16 department that when we have repeat and violent  
17 offenders, that we build strong cases so that not  
18 only we can take them off the street, we can keep  
19 them off the street.

20 We don't believe in just locking  
21 people up and throwing away the key; however,  
22 there's some people that when we know that  
23 they're repeat offenders, and they're going to  
24 continue to offend, especially when it comes to

1 violent crimes, we need to have those people off  
2 the street, and in order to do that, we have to  
3 build strong cases.

4 Now, one of the things that we've  
5 had problems with in the past is we look at  
6 reverse conviction cases. Having a great  
7 forensics team, proper investigations will reduce  
8 the possibility of those types of things  
9 happening.

10 We want to make sure that when we  
11 build these cases, we're building with the best  
12 possible information to make sure that it's not  
13 or doesn't become a reverse conviction case.

14 We want to make sure we have the  
15 right people, and forensics will help us do that.

16 We're already making progress in  
17 this. Recently, our latent print  
18 development sergeant was appointed to the  
19 International Association of Identification  
20 Latent Print Development Science and Practice  
21 subcommittee, which is comprised of the world's  
22 top experts in this field. So we have a sergeant  
23 who has been recognized for this type of work.

24 Our third goal is to improve

1 awareness of CPD resources, services, and  
2 policies by increasing digital accessibility,  
3 continuing community focus, public awareness,  
4 campaigns.

5 Now if you go to our website, you  
6 will see that we have a lot of things online. We  
7 want to continue to do that. We want you to be  
8 able to go to our CPD website and to our  
9 dashboard and look and find any information  
10 that's there.

11 This goal is focused on breaking  
12 down barriers between the community and the  
13 resources CPD offers, as well as the policies our  
14 operations are rooted in.

15 We know it can be frustrating if  
16 you're a community member, you don't know where  
17 to go or who to talk to to gather information for  
18 CPD services.

19 This goal aims to streamline  
20 information and help make it easier for residents  
21 to get that information.

22 Our fourth goal, and final, to  
23 increase public awareness of the accountability  
24 system. Fair and unbiased misconduct

1 investigations and accountability are vital to  
2 maintain public trust.

3 We are collaborating with COPA. And  
4 when I say we're collaborating with COPA, right  
5 now with the interim chief, we have meetings  
6 weekly where we talk, and when we get stumped on  
7 some things, we have conversations.

8 This is the best possible  
9 communication that we can have with COPA when we  
10 talk about open and fair investigations to make  
11 sure that we're getting to the bottom of  
12 complaints, and we're doing it as quickly as  
13 possible.

14 One of the things that we had  
15 problems with in the past is slow investigations.  
16 We need to move these investigations forward as  
17 quickly as possible to make sure that it's as  
18 effective as it could possibly be, and people are  
19 satisfied with the investigations that are going  
20 on.

21 With this type of partnership, the  
22 importance is this: I was asked by the Interim  
23 Chief early on when she took on the position to  
24 get training for her staff. And as a result,

1 it's helpful, especially when you are doing  
2 investigations on police-involved uses of force  
3 and other things that police officers are trained  
4 on, it helps the investigators, and it arms them  
5 with better information to come up with a better  
6 investigation for better outcomes of that  
7 investigation.

8 This is now how we get to the  
9 fairness in investigations.

10 Look, as police officers, we don't  
11 always get it right, but that doesn't mean that  
12 everything that we do is wrong.

13 When there is a clear understanding  
14 of what it is that police officers are trained to  
15 do and how they're trained, what they do when  
16 they're out there, the split-second decisions  
17 that are made, it's important to understand that  
18 when we're doing these investigations, all of  
19 those things have to be taken into account.

20 And I'm seeing that now, and it's  
21 very important that those things are taken into  
22 account.

23 If we need accountability, we have  
24 officers amongst us who are not here faithfully,

1 then we need to do what we have to do to ensure  
2 that we maintain a reputation of our hard-working  
3 officers who are out there every day doing the  
4 work faithfully, and I will work closely with  
5 COPA and any other investigating body to make  
6 sure that we do that.

7           Ensuring the community knows how  
8 complaints and misconduct are handled and what  
9 the process is can help strengthen public  
10 confidence and concerns that the investigation is  
11 handled in the best way possible and is  
12 transparent.

13           The men and women of the Chicago  
14 Police Department have worked to make Chicago  
15 safer. They've worked hard through this summer.  
16 They've faced challenges over the past several  
17 years, and as we know with full training, with  
18 proper leadership, that our officers can go out  
19 and protect the streets in the most professional  
20 manner possible.

21           We will continue to do that. And  
22 for everyone who is sitting here today, everyone  
23 and every resident across this City, it is  
24 extremely important to understand that our

1 officers are facing challenging times, but  
2 they're going to continue to go back out and do  
3 it every single day to make sure that all of our  
4 residents are safe.

5 I thank you, and with that, I will  
6 take any questions you may have.

7 PRESIDENT TERRY: Thank you, Superintendent.  
8 Do we have any questions?

9 Commissioner Minor, do you have  
10 questions?

11 COMMISSIONER GOTTLIEB: First off, thank you  
12 so much for being here. I really appreciate it,  
13 Superintendent Snelling, and I -- yeah, certainly  
14 appreciate your service.

15 So with respect to the goals this  
16 year, I have more of a comment than a question,  
17 and then I'd like to ask a question about one of  
18 the goals from last year.

19 So with respect to this year, it  
20 seems to me that most of the goals really focus a  
21 lot on sort of informing the public on community  
22 engagement, and that's certainly incredibly  
23 important, but I'd say I was surprised when I saw  
24 the goals that, at least from my perspective,

1 they didn't seem to reflect some of the issues  
2 that are being reported on.

3 So, for instance, what one of our  
4 District Councilors earlier today talked about in  
5 his public comment about the amount of misconduct  
6 settlements, also the recent reports about the  
7 increases in use of force by the thousands and  
8 firearm pointing by the thousands.

9 So I guess from my perspective, I  
10 was disappointed to not see something to  
11 systematically address some of those concerns.  
12 So that's -- you can certainly comment on that.  
13 I wanted to provide that feedback.

14 SUPERINTENDENT SNELLING: Thank you for that.  
15 We can easily explain that. And we continue to  
16 hear over and over again that there's been an  
17 increase in use of force.

18 When we look at those numbers,  
19 those numbers are compared to the years of 2020,  
20 2021, and those were the years of COVID, civil  
21 unrest. Officers were not engaging as much at  
22 that time because of lockups and things of that  
23 nature were closed. People weren't being held.

24 So there was a significant decrease

1 in police interaction. There were also things  
2 that were shut down publicly.

3 Now what's important here is that  
4 during that time, there were reporting -- because  
5 of the Consent Decree, there were parts of uses  
6 of force or not necessarily use of force that  
7 were non-reportable under the old system. One of  
8 those was a simple control hold.

9 Prior to 2021, that was not a  
10 reportable use of force. It is now.

11 One of the things that you will see  
12 is that there's also a claim that there is an  
13 increase in uses of force against youth.

14 When we look at what has happened  
15 with teen takeovers, the fights that break out,  
16 and we have video footage of it. We also during  
17 those times have had teens who have murdered each  
18 other in these same locations in the downtown  
19 area, in the neighborhoods. When officers now  
20 have to break up those fights, and they have to  
21 control these young people, it is now a  
22 reportable use of force.

23 What it says is there's  
24 transparency in how our officers are reporting

1 and documenting what is considered now a use of  
2 force.

3 The other thing is we've seen a  
4 rise in attacks against police officers, threats  
5 against police officers.

6 There used to be two reports. One  
7 was the Tactical Response Report, which would  
8 document the officer's use of force. The second  
9 report was called an OBR, an Officer Battery  
10 Report, which was separate. An Officer Battery  
11 Report would document a use of force against an  
12 officer.

13 Those were combined into one report  
14 which is our Tactical Response Report.

15 So we have multiple reports where  
16 officers did a Tactical Response Report just to  
17 record batteries or threats against the officer.

18 So right now what we're doing is  
19 we're breaking those down. You will be able to  
20 go into our dashboard and see how that's working  
21 out.

22 So it's a lot more complicated than  
23 just to say that there is an increase in use of  
24 force.

1                   As a matter of fact, if we look at  
2                   our pre-COVID years, we're actually seeing a  
3                   decrease in uses of force.

4                   COMMISSIONER GOTTLIEB: I appreciate that. I  
5                   would say even just from 2023 to 2024 we've seen  
6                   an increase, which is post COVID.

7                   I would also say especially  
8                   regardless of the raw numbers and how much it  
9                   increased or declined, we're seeing firearms  
10                  pointed. Two-thirds of the times when firearms  
11                  are being pointed at people, the person they are  
12                  being pointed at is unarmed. So I think these  
13                  are some things the Department should look at.  
14                  We don't need to get into this publicly. I would  
15                  love to discuss it with you.

16                  SUPERINTENDENT SNELLING: We can discuss that  
17                  further. And you are right about the pointing  
18                  incidents, which is why now we have appointed  
19                  captains at the district level to now look at  
20                  pointing incidents.

21                  What those captains are doing now  
22                  is they can address this at the district level.

23                  What happened before is our Force  
24                  Review Unit would -- they were looking at the

1 pointing incidents.

2 By the time they looked at a  
3 pointing incident, it would be three, four, five  
4 months down the road before it could actually be  
5 addressed if there was some level of misconduct.

6 Now with the captains directly in  
7 the district, and we're going to be training our  
8 supervisors, our watch commanders who will now  
9 also be reviewing those pointing incidents, and  
10 if they see something, they can address it  
11 immediate now.

12 And when they address that  
13 immediately, we will be following up, and there's  
14 quality control still with the Force Review Unit  
15 to oversee what the captains are doing.

16 We will also be breaking this down  
17 in the areas. So each area will have a team from  
18 the Force Review Unit who will be able to focus  
19 directly on the area in the districts that they  
20 are a part of, as opposed to it being one big  
21 pool, which makes it harder to maintain.

22 COMMISSIONER GOTTLIEB: Thank you. I would  
23 love to discuss it further. I don't want to take  
24 up all the time.

1           The one question I do want to ask  
2 is about the BIS system from last year. So two  
3 questions about that. One is what -- well, one,  
4 I hope that, like, you continue to try to meet  
5 that goal going forward. It sounds like you  
6 will.

7           First, I'm curious about the  
8 community engagement efforts that are going to  
9 happen around that, and then sort of the second  
10 question is more around the timeline and sort of  
11 what is -- why is it taking as long as it's  
12 taking.

13           SUPERINTENDENT SNELLING: Well, one of the  
14 things I can tell you there is a lot of red tape  
15 in the City when it comes to doing things,  
16 especially when it comes to technology,  
17 especially when it comes to movement.

18           What I can tell you is that we're  
19 working directly with CCA, Civic Alliance, and  
20 the work is being done right there. We're  
21 working directly with them to make sure that we  
22 get some type of engagement with community.

23           One of the things that I saw, and I  
24 had an issue with, is that when we're reaching

1 out to the community, we weren't necessarily  
2 getting connected with the people that we needed  
3 to get connected to.

4 The samples were very small. So we  
5 worked with CCA who did some outreach with  
6 community groups who then did further outreach.  
7 We got a lot of feedback from that. And from  
8 that feedback, we continued to work with CCA  
9 around what we're doing.

10 I will be more than happy to share  
11 the work that's being done with CCA.

12 PRESIDENT TERRY: We have Commissioner Minor.  
13 Commissioner Minor, if you're speaking, I can't  
14 hear you.

15 COMMISSIONER MINOR: Yes, I'm speaking. Can  
16 you hear me?

17 PRESIDENT TERRY: Now I can hear you.

18 COMMISSIONER MINOR: Awesome. Thank you so  
19 much. I have been having a little bit of issues  
20 on my end with using my mic and no one being able  
21 to hear me. So thank you so much for  
22 acknowledging that you can hear me. If this does  
23 continue, then I will love to potentially send  
24 my questions to another Commissioner that could

1 potentially articulate it on my behalf.

2                   But since you all can hear me, my  
3 question is to the point of the CARES Team. We  
4 have a lot of District Counselors. I really want  
5 to uplift District 19, District 17, District  
6 Councilor Leo for all of their advocacy as it  
7 relates to CARES and thinking about  
8 cross-functional collaboration. And so my  
9 question for you, Superintendent Snelling, is  
10 how is cross-functional collaboration with the  
11 CARES Team currently structured and are there any  
12 plans to implement internal trainings for members  
13 of the Department on the role, scope, and  
14 protocols of CARES responders?

15                   SUPERINTENDENT SNELLING: Well, here's what I  
16 can tell you is that we were removed from the  
17 work being done with the CARES Team. CPD is no  
18 longer associated with the actual CARES Team.

19                   There is work I know that's being  
20 done with the Mayor's Office right now to try to  
21 maintain the CARES Team. But what I can tell you  
22 is this. Look, if we have jobs or calls as an  
23 organization, as the Police Department where we  
24 know that it will be better served by someone

1 with CARES to go to that job, and we know it is a  
2 nonviolent situation, we will welcome that.

3 I mean as a department, if we can  
4 get clinicians or someone who is better equipped  
5 to deal with someone who is dealing with mental  
6 health crisis and that person is not violent and  
7 there is no need for the police to be there, I'm  
8 all in for that.

9 Right now, I don't know the state  
10 of where we are right now with the CARES Team and  
11 the Mayor's Office, but I'm looking forward to  
12 having that conversation to see where it goes.

13 Right now, our officers are going  
14 through CIT training on a regular basis. We plan  
15 to make that more robust as to how we deal with  
16 people who are dealing with mental health crisis.

17 So right now, when we get the call  
18 to the job, we go there. If we had the ability  
19 to call the CARES Team out, we would do so.

20 So right now until we know exactly  
21 what the state is going to be with the CARES Team  
22 as it relates to the Mayor's Office, we're just  
23 going to continue to show up and do the very best  
24 we can do as a police department.

1           COMMISSIONER MINOR: Thank you. I really  
2 appreciate your response. I have another  
3 follow-up question to that. I guess it's  
4 actually from a different perspective or kind of  
5 going towards something different in the  
6 conversation.

7                       So one of our District Councilors,  
8 especially early in the meeting, uplifted  
9 misconduct cases and the cost to the City.

10                      One of my personal ethos, I believe  
11 that the best way to work at this misconduct  
12 issue is to make sure that there's stronger  
13 internal accountability.

14                      One of the goals that we have set  
15 when I started as a part of the Commission and  
16 our 2025 goals -- or 2024 goals was talking about  
17 the establishment of a discipline metrics  
18 internally for the Department.

19                      I wanted to know, is that a still a  
20 priority with the Department, or where do we end  
21 up landing on the discipline metrics?

22                      SUPERINTENDENT SNELLING: It is absolutely a  
23 priority of the Department. And, look, here's  
24 what I'll tell you. When we look at the amount

1 of settlements that are happening across the  
2 board -- and I'll say this is something that  
3 Commissioner Gottlieb brought up earlier about  
4 the settlements -- the bulk of those settlements  
5 are reverse conviction cases, also traffic  
6 accidents, things of that nature.

7                   When it comes to misconduct, this  
8 is why building stronger and better  
9 investigations and working closer and closely  
10 with investigative bodies to make sure that  
11 there's a level of accountability, training from  
12 the very beginning to make sure that there's  
13 accountability from the top down, not just the  
14 officers. We can't just look at the officers who  
15 are in the field. We have to hold ourselves  
16 accountable in a leadership position. And when  
17 we have that type of accountability, these are  
18 the types of things that are going to bring down  
19 lawsuits.

20                   We've actually seen less lawsuits  
21 filed over the past two years than we have over  
22 the past five. So we want to continue to move in  
23 that direction. So it's extremely important for  
24 me to make sure that we do every single thing

1 that we can to protect our officers, to protect  
2 the Department. This protects our City. It  
3 protects everyone from civil liability, and it  
4 protects all the taxpayers.

5 So I'm all for making sure that we  
6 get a disciplinary matrix in place. Obviously,  
7 this is something that's a part of collective  
8 bargaining. So we have to continuing working  
9 with them on that.

10 VICE PRESIDENT RUBI NAVARIJO: Superintendent  
11 Snelling, thank you for being here and your  
12 presentation and thank you for your service as  
13 well.

14 SUPERINTENDENT SNELLING: Thank you.

15 VICE PRESIDENT RUBI NAVARIJO: I have a  
16 couple of questions, so please -- one is about  
17 the early intervention support system.  
18 Commissioner Gottlieb brought it up, but I  
19 understand that the EIS system has been put --  
20 has been pushed. What is the expected timeline  
21 and what are the steps of this process and the  
22 reasons for the extended timeline?

23 SUPERINTENDENT SNELLING: Right now there's  
24 several things in place with that. Right now

1 we're working on our PES system, our performance  
2 evaluation, to make sure that when our  
3 supervisors are doing performance evaluations of  
4 our officers, that whatever data is placed in  
5 there is accurate and it's the best possible  
6 information. That's number one. We want to make  
7 sure it is being done right, all the data is  
8 being captured correctly.

9           Obviously, there are also still  
10 things there with collective bargaining. When we  
11 start talking about the early intervention  
12 programs, what are we going to do with the  
13 officers when we start recognizing patterns of  
14 practice, things of that nature. There are  
15 things that we can do to put an end to it  
16 quickly, and that's where we have our supervisors  
17 come in, because if we can recognize that an  
18 officer is maybe going a little off the rails,  
19 maybe it is a wellness issue, those are things we  
20 need to address.

21           So what we're looking at with the  
22 timeline is somewhere close to the end of 2026,  
23 but we are still working on it. We have everyone  
24 involved. We've got BIA working on it, the

1 Bureau of Internal Affairs. And I just -- I'm  
2 keeping my thumb on the pulse of this because it  
3 is extremely important, and it goes back to what  
4 was mentioned earlier where we started to talk  
5 about things like lawsuits and settlements.

6 We want to make sure that we keep  
7 our officers in line, and we keep them well.

8 VICE PRESIDENT RUBI NAVARIJO: Thank you.  
9 Another one is your 2026 goals around  
10 strengthening investigations. It is more of a  
11 comment, not a question. A lot of people -- I  
12 mean, first of all, I give you kudos for updating  
13 the website. It looks great. And I think a good  
14 website is a good start to accessibility within  
15 the Department. A lot of people have given  
16 feedback around the online reporting system to  
17 create police reports. Did the upgrade with the  
18 website come with improvements for the online  
19 reporting system to, like, make a police report  
20 online?

21 SUPERINTENDENT SNELLING: Well, that's  
22 something that we're still working on.

23 So the system -- look, technology  
24 right now has been slow with CPD. We're still

1 working on it.

2 The most important thing that we  
3 need -- and it's in the works right now -- is our  
4 records management system.

5 Hopefully, we get that done  
6 sometime this year. It went out for an RFP --  
7 RFI and the RFP. That has been complete.

8 Once everything is approved and  
9 they actually choose a vendor, once that happens,  
10 it's probably going to take six to nine months to  
11 get everyone trained up on that.

12 That records management system is  
13 extremely important for streamlining everything  
14 that we're doing in the Department.

15 So when it comes to our website,  
16 when it comes to reporting documentation, it's  
17 going to help us have one system, one place where  
18 we can pool that information, and we can go in  
19 and get it. So once that's complete, then we can  
20 start making better updates to things like that.

21 VICE PRESIDENT RUBI NAVARIJO: Thank you.  
22 Two more questions. One of them is surrounding  
23 what's going on with immigration.

24 Equally, as community members have

1     been harmed, so have police officers. They've  
2     been subject to teargas and other sort of  
3     dangerous chemicals. How is the Department  
4     learning from these incidents?

5                     Obviously, I think this is all new,  
6     right? Who is investigating, you know, how we  
7     react to things? I know you have special orders  
8     that sort of regulate and govern this, but how  
9     are we learning through you and your leadership  
10    staff about what's occurring on the ground and  
11    how to continue building trust?

12                    I'm sure it has been harder to  
13    build trust with the community with what's going  
14    on, but wanted to give you some space to maybe  
15    comment on that as this is still ongoing.

16                    SUPERINTENDENT SNELLING: 100 percent. Let  
17    me just tell you, it's not only learning but  
18    trying to educate everyone else, too. So when we  
19    look at the Trust Act and Welcoming City  
20    Ordinance, I think there needs to be more public  
21    information around the Trust Act and Welcoming  
22    City Ordinance and how those two things work,  
23    especially when it comes to law enforcement and  
24    what our responsibilities are. So when we look

1 at the Trust Act, we look at the Welcoming City  
2 Ordinance -- and let me take one point out on it.  
3 Creating a perimeter. So when the talk of  
4 creating a perimeter, that would be specifically  
5 to assist an immigration agency while they're  
6 performing immigration enforcement. What it  
7 doesn't account for is a protest around that  
8 enforcement.

9 So one of the things that we've  
10 seen, we've seen someone shot by an agent right  
11 here in the City of Chicago. In a suburb, we saw  
12 someone shot by an agent at a stop.

13 This engagement when you're dealing  
14 with a group of law enforcement agents who do not  
15 serve in law enforcement with the same rules of  
16 engagement as your local law enforcement  
17 officers, may confuse some people when they are  
18 approaching these particular individuals.

19 We took it upon ourselves at CPD to  
20 make sure that we went in, and we mediated these  
21 types of things as best we could to keep the  
22 peace so that no one got hurt, so that no one got  
23 injured.

24 Of course we saw what was going on.

1 Was I upset when our officers were gassed? Yes.  
2 Those are my officers, and I'm going to stand up  
3 for them every single opportunity. And I don't  
4 care who the other agency is. If you are harming  
5 our officers or you're harming people, we're here  
6 to put a stop to that.

7 That's what these officers do every  
8 single day, and that's what we're out there to  
9 do.

10 So listen. I know there's a lot of  
11 emotions around this, and I know there's a lot of  
12 people who are upset about this, but education  
13 around this I think will give people a better  
14 understanding of what CPD's roles are out there.  
15 And it is extremely -- and you are 100 percent  
16 right. It is extremely difficult for our  
17 officers to have to navigate through.

18 What've we learned from it, we've  
19 learned that when we have a group of protestors,  
20 we have agents who are out there who are willing  
21 to use whatever force they deem necessary, even  
22 if we wouldn't use it here in the City. We have  
23 to find a way to be some type of conduit between  
24 the community and whoever are the federal agents

1 here to try to keep that -- those levels of  
2 peace.

3 So we're going to continue to do  
4 that if we continue to see things happening, but  
5 I'm going to do everything I can to educate the  
6 public what it is we expect from them.

7 VICE PRESIDENT RUBI NAVARIJO: Thank you. I  
8 believe we're going to continue. This engagement  
9 isn't ending any time soon. I guess the jobs  
10 that -- the ordinance also dictates us to help  
11 trust in the community and that needs to be of  
12 paramount importance. This is also a public  
13 safety issue for immigrant communities, so I  
14 appreciate that.

15 With that in mind, my last  
16 question's around community policing. You have  
17 your third goal building community trust, public  
18 information campaigns. I have one question. The  
19 goals guidance sent to the Department on November  
20 7th explicitly described community policing as  
21 one of the priority topics for Commissioners. We  
22 were looking for the Department to create a goal  
23 that includes District Council roles in any of  
24 these ways: Clarity in the role of the DC's and

1 CPD's community policing model, meaningful DC  
2 involvement, and the creation of district  
3 strategic plans, co-develop and implement  
4 trainings with DCs and district commanders.

5 Can you explain how the goal  
6 presented addresses any of these focus areas?

7 SUPERINTENDENT SNELLING: Well, one of the  
8 things that we've done -- and I'll start with the  
9 strategic plans -- the district strategic plans.  
10 I just wanted to make sure -- to ensure that it's  
11 not a copy and paste from the previous year.

12 We want to make sure that they're  
13 listening to the community members, because one  
14 of the biggest things that we found out through  
15 CCA when they did their outreach was that people  
16 felt that they went to these meetings, they went  
17 to beat meetings and things of that nature, they  
18 aired their grievances, but they didn't get any  
19 feedback, so they didn't know if their complaints  
20 were met or their concerns were addressed.

21 What we're making sure right now is  
22 in the district strategic plans, that they are  
23 reaching back out to the community members who  
24 took their time out to come in and share their

1 concerns about what's happening in their  
2 communities.

3 We want those things addressed, and  
4 we want to make sure they get back to these  
5 community members.

6 Now the way we're tracking that  
7 right now is during our CompStat sessions when we  
8 have our district commanders and our area deputy  
9 chiefs step up, we're going through the district  
10 strategic plans to make sure that they're  
11 following up, and they have to tell us how  
12 they're doing that.

13 So every quarter we're making sure  
14 that they're following up.

15 Now, when it comes to -- I believe  
16 your question was around the District Council  
17 members. So we know that the District Council  
18 members are to bring the communities' concerns to  
19 CPD. That's exactly what we want. We want to do  
20 that. I think what we have to do and what we  
21 need to do a better job of as CPD is finding a  
22 way to sit down with District Council members and  
23 coming up with a better relationship on how we're  
24 going to work these things out, how we're going

1 to get that information, and how we're going to  
2 take on the concerns that they bring to us. We  
3 want that, and we welcome the information that  
4 they bring.

5 We have to do a better job from our  
6 side on making sure we are working it out, so  
7 future wise, we are looking to bring in District  
8 Council members and sitting down and having a  
9 conversation.

10 COMMISSIONER WORTHAM: Hi, Superintendent.  
11 Thank you for being here. Okay. So I know we  
12 always hear about clearance rates, and I know you  
13 guys have done a lot of work on the detective  
14 division, and I appreciate the goals about  
15 strengthening investigations through forensics.  
16 I know that's super important. My question is --  
17 and I don't know if this is really a thing we can  
18 do -- but like in situations where there's  
19 credible evidence that, let's say, a victim --  
20 let's say a shooting victim lives, right, but  
21 they know who shot them, or there are  
22 eyewitnesses, even if it's like a murder, but  
23 there's just a refusal to cooperate with police.  
24 In those instances, other than in the narrative

1 reports, is there any specific like tag of that  
2 case that could delineate it? So when we're  
3 looking at clearance rates and we're looking at  
4 challenges, and we're looking at opportunities to  
5 increase public trust or communication that we  
6 know you, know, trends, right -- like if know  
7 that in a particular area we're getting like no  
8 cooperation from eyewitnesses, is there any way  
9 to tag that other than just having the narrative,  
10 and we would have to read the narratives to know?  
11 Does that make sense?

12 SUPERINTENDENT SNELLING: It makes sense. It  
13 is kind of a hard thing to do, and I'll tell you  
14 why it's kind of a hard thing to do.

15 Sometimes people won't come forward  
16 because out of fear. I mean they're just afraid  
17 in their communities. They're afraid of  
18 retaliation, and they don't necessarily want to  
19 be identified. And even though we know that they  
20 may have been victimized, or we know they may  
21 have been a witness to something, we don't want  
22 to jeopardize their safety. That's something  
23 that can really destroy public trust.

24 So -- and I understand exactly what

1 you're saying because -- but the tradeoff there  
2 is that we get someone hurt, and we don't want to  
3 do that as a police agency.

4 So we would love for people to come  
5 forward. It would help us get more violent  
6 people off the street, and we would bring some  
7 justice to those who have been violated, but we  
8 don't know the circumstances and conditions  
9 around it, especially for the witness or the  
10 victims, so we want to be very careful with that.

11 COMMISSIONER WORTHAM: And you know I totally  
12 get that. So I guess I want to be frank. I  
13 think my point is, it's like, Oh -- we hear  
14 complaints that, Oh, the police always solve this  
15 kind crime or the police go find the guy in this  
16 case but won't find this guy. I guess I'm just  
17 saying like I totally understand there's a mix,  
18 right? Some people aren't going to cooperate  
19 because they are afraid. Some people aren't  
20 going to cooperate because they are going to get  
21 the guy, right. Let's just be real. I just  
22 want -- if we're going to talk about clearance  
23 rates, I want all the data on the table. Not  
24 that that means you go say Ms. Smith didn't

1 cooperate, you know. Of course not. I  
2 understand some people are afraid. I feel like  
3 right now people are able to look at numbers and  
4 say you solve these crimes, but not this crime,  
5 but absent the context often. I mean I don't  
6 have to tell you, but I've even anecdotally in my  
7 outside life like sometimes people are, Oh, no.  
8 I'm not telling the police because I'm going to  
9 take care of that. I don't think that should be  
10 a ding on the Department, you know, if you're  
11 having those types of situations.

12 I also think it's an opportunity  
13 for -- in terms of trust building and  
14 relationship building, if we know that's an issue  
15 in the certain area, okay, well, we increase our  
16 relationship building there, we increase  
17 our outreach, because we do want -- whether it's  
18 fear or desire to self-retaliate, we want people  
19 to increasingly be able to feel comfortable  
20 reporting. But I get what you're saying. I  
21 guess I'm just wondering if there --

22 SUPERINTENDENT SNELLING: I get what you're  
23 saying. And I think the problem is that we  
24 always talk about data-driven, you know,

1 endeavors, right? And that's great when we talk  
2 about data. But when we talk about police work,  
3 when it comes to data, it's nuanced. It's a lot  
4 more nuanced than just the data, right?

5 I can stand up here and tell you  
6 how many tender-age children have been shot or  
7 killed in the City, but a police officer can tell  
8 you what it feels like to pick that child up and  
9 put him in the back of his car and rush him to  
10 the hospital. A police officer can tell you what  
11 it feels like to stand there, apply a tourniquet  
12 but still watch that child bleed out.

13 When we start talking about data  
14 and that's all we're thinking about, we're  
15 missing the important human aspect of what's  
16 going on in these communities.

17 So you're right. You're 100  
18 percent right. But for what you're saying now --  
19 and we do know. Every police officer in this  
20 room can tell you that they've gone to a scene  
21 where someone's been shot, attacked, and when  
22 they ask questions, they're not going to tell you  
23 because they're going to retaliate. We know  
24 that. But in those particular cases, we fight to

1 try to stop the retaliation as best we can.

2 Now, when it comes to the  
3 documentation, it is in the records. So we do  
4 have things in the records if someone will take  
5 the time to read through all of that information.

6 But I will say this. It's hard to  
7 just tell people those things and have them  
8 believe them because it's -- I'm just saying this  
9 now, and it's nuanced. So we have to just  
10 continue to do it. So you are 100 percent right.

11 COMMISSIONER WORTHAM: I appreciate that so  
12 much. All I'll say, to your last point, it is  
13 hard to make them believe it. That's why I'm  
14 saying -- I mean as we go on, I'm not suggesting  
15 this necessarily has to be something this year,  
16 but like maybe there needs to be a drop-down when  
17 we know for sure that's the situation.

18 I'm just saying so we're talking  
19 about like the truth and accurate thing the way  
20 people are throwing out the data, like you guys  
21 can also have the context. I think that helps  
22 everybody. I totally get your point. Thank you.

23 SUPERINTENDENT SNELLING: Thank you.

24 PRESIDENT TERRY: Thank you, Superintendent.



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REPORTER'S CERTIFICATE

Re: CCPSA Public Meeting  
December 11, 2025

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

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

IN WITNESS WHEREOF, I have hereunto set my hand of office at Chicago, Illinois this 30th day of December 2025.

\_\_\_\_\_  
MAUREEN A. WOODMAN, CSR  
License No. 084.002740