

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

INTEGRITY ● TRANSPARENCY ● INDEPENDENCE ● TIMELINESS

2025

MACK THURMAN – MANAGER OF
LEGISLATIVE AFFAIRS

Agenda

- History of COPA/Oversight
- Jurisdiction
- Investigative Process/Stats
- Mediation
- Welcoming City Ordinance

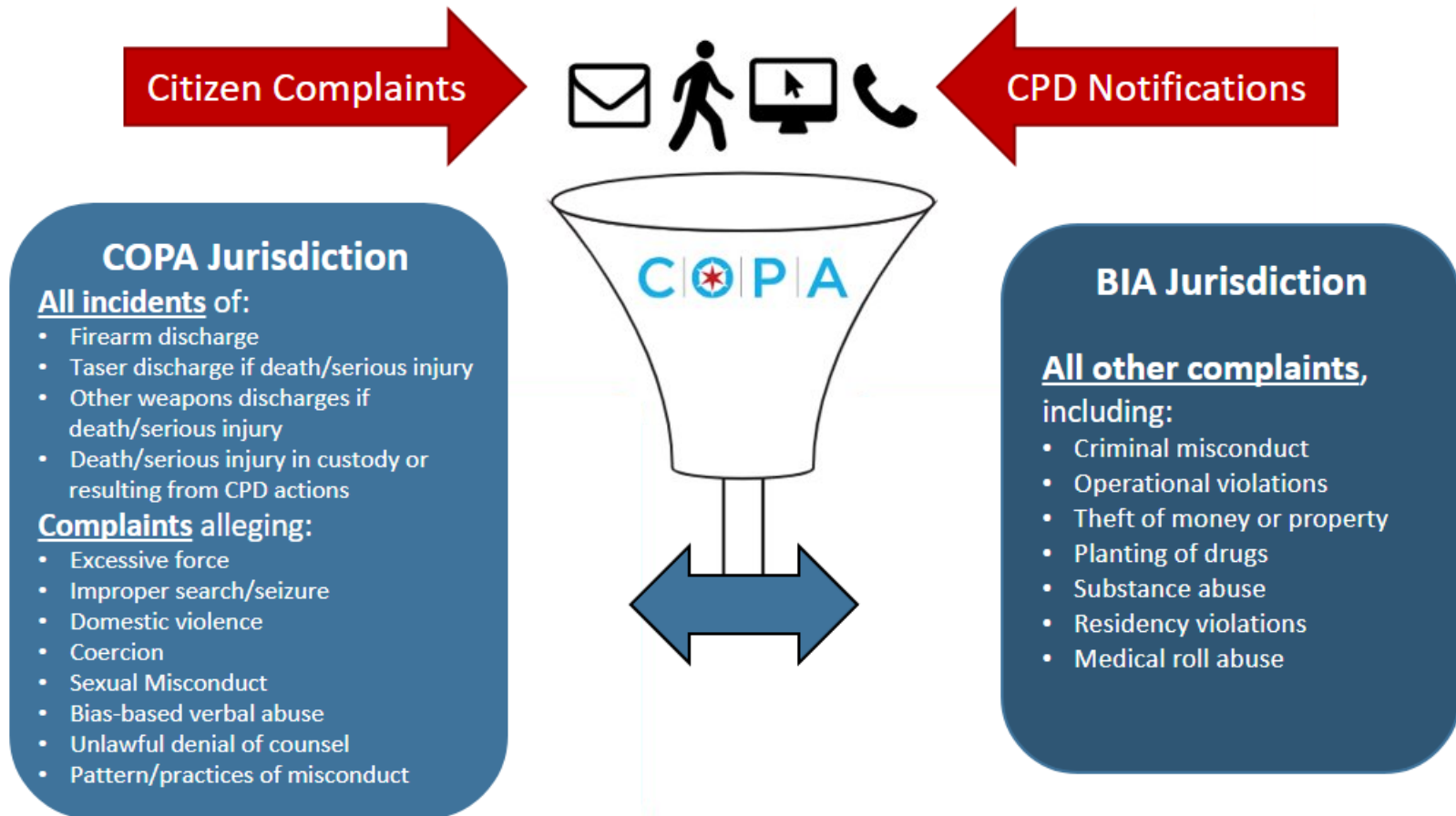
History of Civilian Police Oversight in Chicago

- **OPS** (Office of Professional Standards):
1974-2007
 - Was within the Chicago Police Department
- **IPRA** (Independent Police Review Authority):
2007-2017
 - Was not part of the Chicago Police Department
- **COPA** (Civilian Office of Police Accountability):
2017-Current
 - Not part of the Chicago Police Department
 - Formed based on the recommendation of the Police Accountability Task Force

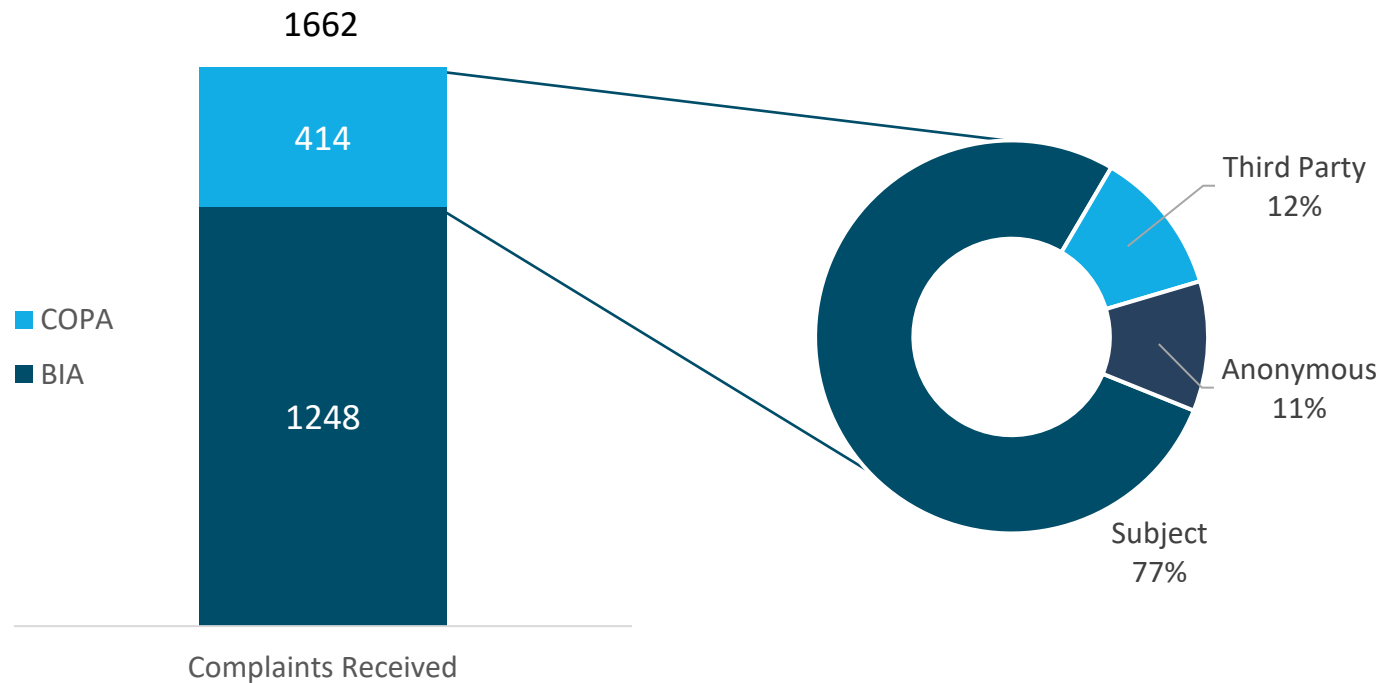
Vision Statement

Our vision is to be the leader in police accountability by conducting thorough investigations, to advance the culture of policing and build trust in civilian oversight.

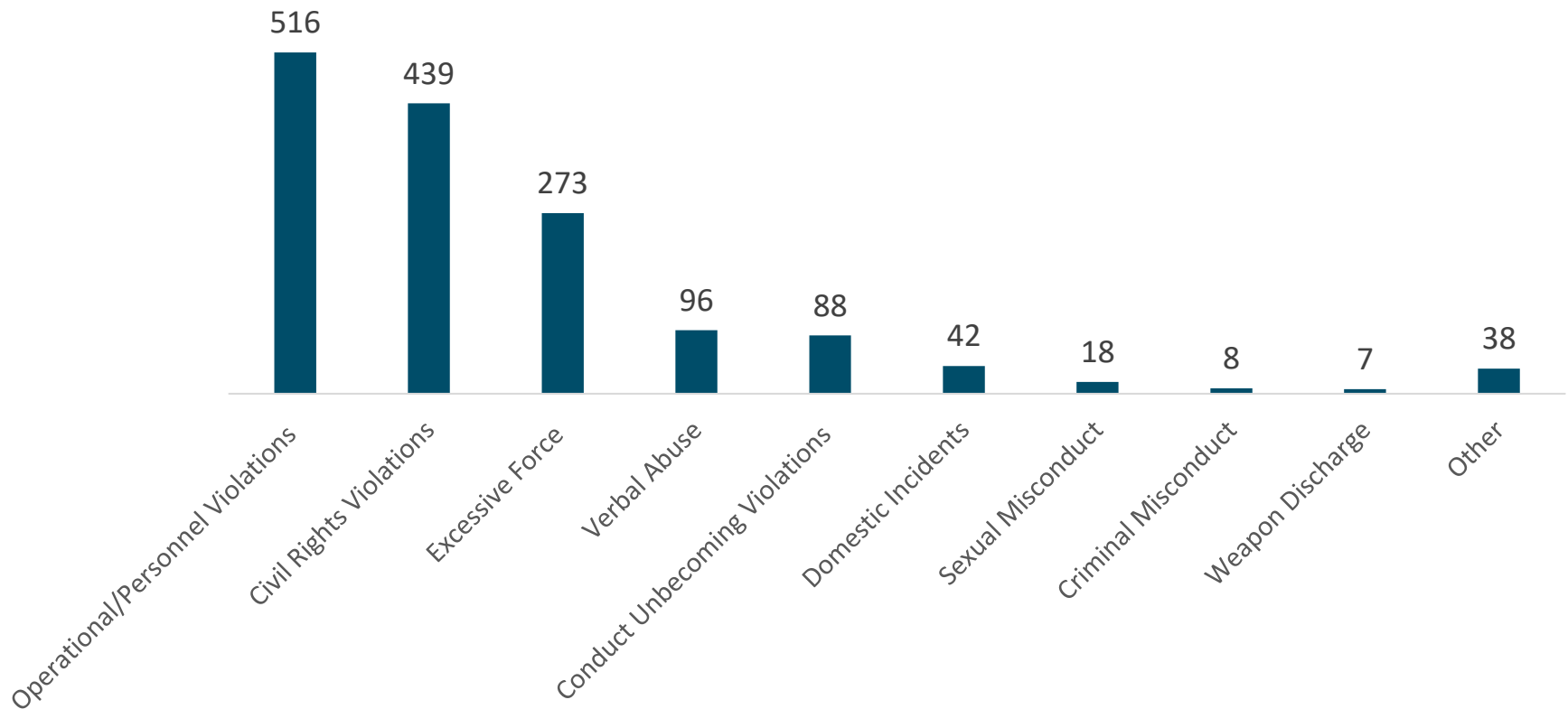
Our Authority-Municipal Ordinance



Complaints (Q3)



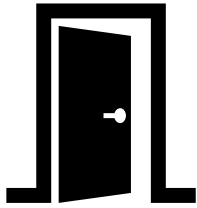
Leading Allegations (Q3)



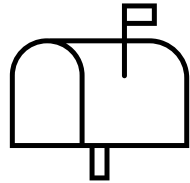
Complainant

- Member of the Public
 - Who is the subject of the alleged misconduct
 - Or was witness to the alleged misconduct
- A CPD Member
 - Who is a witness to the alleged misconduct during
 - Became aware of misconduct after through an internal review process.

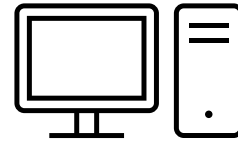
How to File A Complaint



1615 W Chicago Ave



**1615 W Chicago
Ave, 4th Floor
Chicago, IL 60622**



Chicagocopa.org



312 476 3609

Officer-Involved Shootings

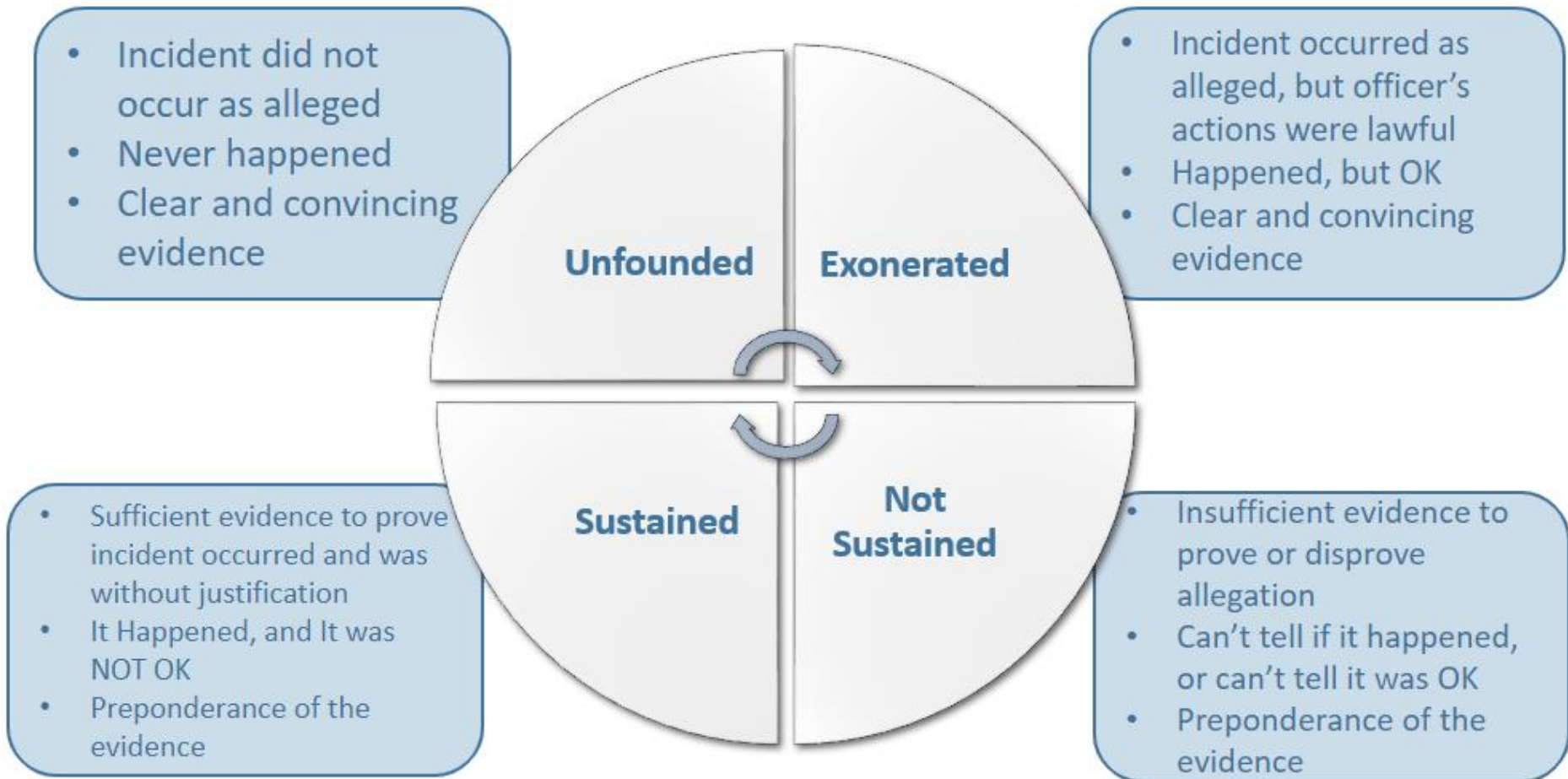
- Officer-Involved Shootings are not complaint driven.
- CPD notifies COPA of a discharge incident and COPA responds with its Major Incident Response Team
- COPA and CPD work collaboratively on-scene to process the incident.

Investigating Allegations of Misconduct

- Gather all relevant documentary/physical evidence
 - Police Reports
 - Medical Records
 - Video/Audio Recordings
 - Photos
- Identify and interview civilian witnesses
 - Canvass/Scene visit
 - Conduct interviews
- Identify and interview involved officers
 - Accused vs. Witness officers
- Trauma Informed Interview Techniques

After Completing Investigatory Steps

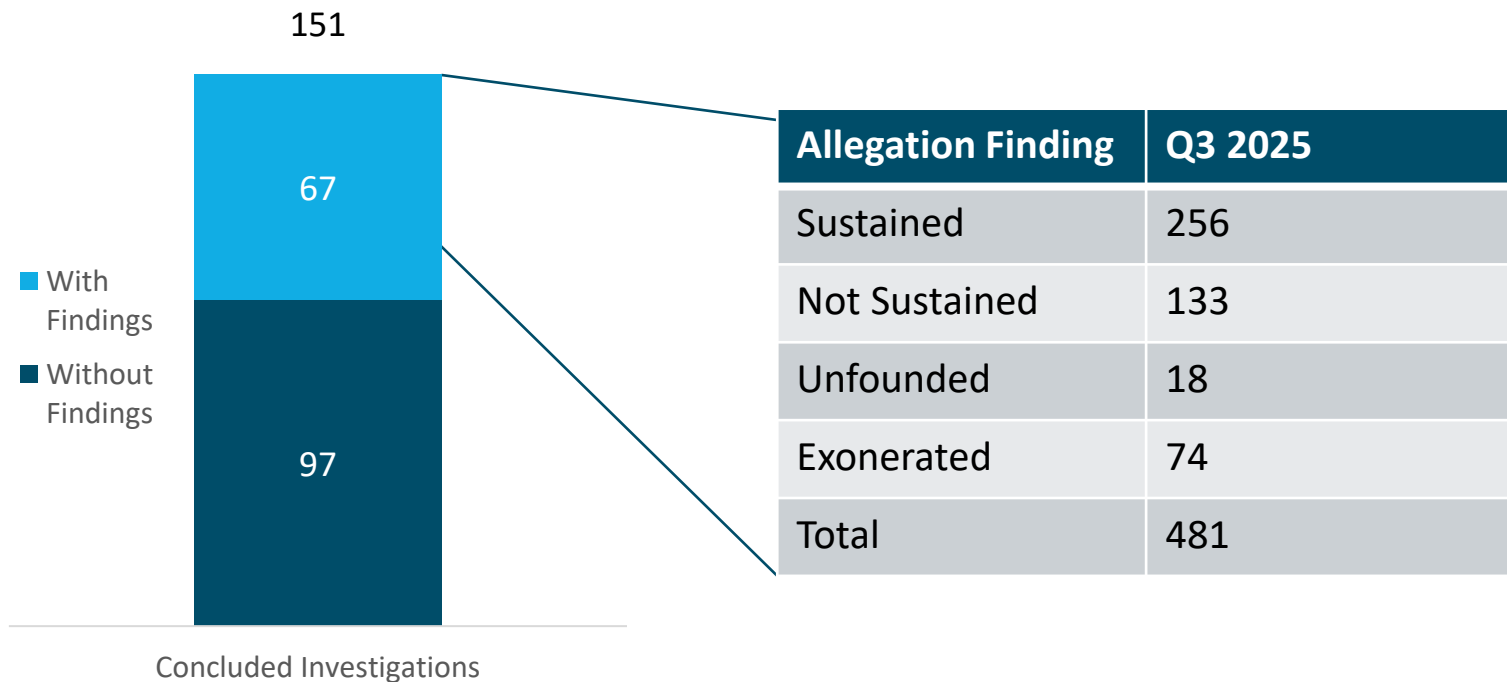
- COPA can make a recommendation of discipline if one or more allegation is sustained.
 - Recommendations can range from a Violation Noted to Separation.
- Upon conclusion, COPA shares the casefile with the Superintendent of Police, who has the opportunity to agree with and implement COPA's recommendations or to disagree and begin the non-concurrence process.
- Upon completion of these steps, the involved members will be notified of charges and can begin their due process rights through Police Board or Arbitration.
 - This is when COPA will post its Final Summary Report



Timeliness

- As a result of a recent change to the Collective Bargaining Agreement that covers rank and file CPD members, COPA must generally complete all investigations within 18 months.
- As of most recent reporting, COPA has closed:
 - 44% of all cases within 6 months.
 - 17% of all cases in 6-12 months.
 - 26% of all cases in 12-18 months.

Concluded Investigations (Q3)



Mediation Pilot Program

- An alternative to traditional police misconduct investigations.
- Select complaint eligible, including but not limited to:
 - Perceived bias, failure to provide service, unprofessionalism, and unnecessary physical contact.
- Outcomes related to successful mediation are non-disciplinary.
- In 2025, COPA conducted rigorous community outreach to develop the upcoming pilot program.
- We anticipate launch of the pilot in Q1 2026.

Welcoming City Ordinance

- Currently, COPA does not have investigative jurisdiction over WCO violations. MCC 2-78-120
- COPA's ordinance requires COPA to forward all complaints outside its promulgated jurisdiction to BIA.*
- COPA has crafted legislation to amend the municipal code to bring alleged WCO violations under its investigative jurisdiction.
- This legislation is pending council action.

Questions?
