



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor’s Office of Intergovernmental Affairs

Date: November 12, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-01 Services

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested a list of outsourced services procured by the department.

The following chart is a representation of COPA’s outsourced services.

Vendor or Transaction Description	Total	Activity	Type
ARROW MESSENGER SERVICE, INC.	\$ 830	Messenger Services	Outsource
BRIDGES COURT REPORTING	\$ 98,491	Transcriptions	Outsource
CARMINATI CONSULTING	\$ 356,010	Case Management Sysytem	WBE
COTSIRILOS & CROWLEY LTD	\$ 50,318	Outside Legal Counsel	Outsource
GERTRUDE INC	\$ 3,500	Marketing & Branding Consultant	MBE
LANGUAGE LINE SOLUTIONS INC.	\$ 248	Language Translation	Outsource
R-4 SERVICES, LLC.	\$ 970	Records Management & Shredding	Outsource
UNISYS CORPORATION	\$ 480	IT Help Desk	Outsource
VERITEXT	\$ 1,438	Court Documents	Outsource
MIND YOUR MANNERS DBA THE WILLIAM EVERETT GROUP	\$ 460	Training	MBE
Grand Total as of 10/31/19	\$ 512,746		

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



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Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-02 Budget

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Reilly requested a cost savings achieved through zero based budgeting.

The following chart is a representation of COPA's zero based budgeting savings.

ACCT	ACCT DESC	2019 Budget Appropriation	2020 COPA Budget Request	2019 to 2020 Variance
150	PUBLICATN & REPRODT-OUT	\$ 35,000	\$ 22,500	\$ (12,500)
245	REIMBURSEMENT TO TRAVELERS	\$ 50,000	\$ 20,000	\$ (30,000)
340	MATERIAL AND SUPPLIES	\$ 35,700	\$ 15,000	\$ (20,700)
350	STATIONERY AND OFFICE SUPPLIES	\$ 35,000	\$ 20,000	\$ (15,000)
Grand Total		\$ 155,700	\$ 77,500	\$ (78,200)

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



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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-03 Consent Decree

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Cappleman requested a list of policies that have been revised/are being revised pursuant to the Consent Decree.

Please see attached COPA Policy Handbook. The Table of Contents has been highlighted to identify those policies drafted anew and/or those that have been revised pursuant to the Consent Decree. Additionally, those policies that are currently being revised have also been highlighted in the table of contents and denoted as such.

Also find attached a listing of COPA Guidelines that have been issued to staff in the last year aimed at providing clarity on process execution to staff, increasing efficiencies, and compliance with the Consent Decree.

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

LISTING OF COPA GUIDELINES AND REFERENCE MATERIALS

<u>EFFECTIVE DATE</u>	
10/25/2018	Review and Closing Authority - Investigations Involving No Findings
11/19/2018	COPA Quick Reference - Sovereign Citizen Indicators
12/19/2018	Reference Guide: Fourth Amendment Standards & Questions
12/26/2018	Interpreter Services
1/30/2019	COPA Major Incident Response Team - 24/7 Notification Guide
2/20/2019	Requests to COPA Digital Forensic Analyst & Estimated Times to Completions
2/28/2019	Supervisory Responsibilities - Major Case Notifications and Scene Response
4/2/2019	Guidance: Receipt & Response to Domestic Violence & Verbal Abuse Notifications & Complaints
4/2/2019	Appendix: Receipt & Response to Domestic Violence & Verbal Abuse Notifications & Complaints
4/11/2019	Building Security & Access to COPA Offices
4/25/2019	Cook County Medical Examiner - Autopsy Observation & Contact Information
7/10/2019	Case Assignments from Intake
7/10/2019	Modified Summary Report of Investigation Template & Approvals

TABLE OF CONTENTS

- Acronyms.....
- Governing Legislation and Mission of COPA.....
- Introduction and Disclaimer
- Administration
- 1.1 Administrative Services.....
- 1.1.1 COPA Code of Ethics
- 1.1.2 Confidentiality and Non-Disclosure
- 1.1.3 Conflict of Interest and Recusal.....
- 1.1.4 Outside Employment
- 1.1.5 Gifts
- 1.1.6 Indebtedness.....
- 1.1.7 Residency Requirement - Change of Address
- 1.1.8 Drug and Alcohol Testing and Use.....
- 1.1.9 Personal Decorum and Demeanor.....
- 1.1.10 Contact with Department Head or Other Senior Management Staff
- 1.1.11 Workspace.....
- 1.1.12 Relationships at Work.....
- 1.1.13 Email and Internet Use.....
- 1.1.14 Social Media for Personal Use.....
- 1.1.15 COPA Badges and City of Chicago IDs
- 1.1.16 COPA and Personal Property.....
- 1.1.17 Segregation of Duties.....
- 1.1.18 Purchase Requests.....
- 1.1.19 Employee Reimbursements
- 1.1.20 Travel
- 1.1.21 Diversity and Equal Employment Opportunity
- 1.1.22 Violence in the Workplace.....
- 1.1.23 Reasonable Accommodation.....
- 1.1.24 Employee Assistance Program.....
- 1.1.25 Administrative Absence and Administrative Leave with Pay
- 1.1.26 Bereavement Leave.....
- 1.1.27 Jury Duty and Court Appearance Leave
- 1.1.28 Military Leave.....
- 1.1.29 Parental Leave.....
- 1.1.30 Personal Day Leave
- 1.1.31 Sick Leave.....
- 1.1.32 Vacation Leave
- 1.1.33 Victims' Economic Security and Safety Act (VESSA) Leave
- 1.1.34 Performance Evaluation Program
- 1.1.35 Personnel Records.....
- 1.1.36 Facilities Access.....
- 1.1.37 Visitor Procedures.....
- 1.1.38 Firearms in the Workplace.....
- 1.1.39 Vehicle Use.....
- 1.1.40 Parking
- 1.1.41 Work Hours and Schedules.....
- 1.1.42 Overtime and Compensatory Time
- 1.1.43 Employee Off-Boarding.....

1.1.44 Employment References and Employment Verifications	
1.1.45 Phone Courtesy	
1.1.46 Personnel Records File Maintenance Policy	
1.2 Information Systems	
1.2.1 DOIT Policies	
1.2.2 Mobile Device Acceptable Use and Security	
1.2.3 Data and Asset Management	
1.2.4 Information Technology (IT) Equipment Security	
1.2.5 Data Requests and Data Validation	
1.3 Legal	
1.3.1 Legal Support for Investigations	
1.3.2 Information Sharing	
1.3.3 Litigation	
1.3.4 Legal Holds	
1.3.5 External Requests for Information / FOIA	
1.3.6 Record Retention	
1.3.7 Video and Camera Acceptable Use	
1.3.8 Civil and Criminal Complaint Review	Revised 8/19/9
1.3.9 Re-Open Case Procedure	Under Revision
1.3.10 Civil Litigation Outcome Review Policy	
1.4 Policy and Data	
1.4.1 Internal Policy Development and Approval	
1.4.2 Responses to Legislation	
1.5 Training and Professional Development	
1.5.1 Employee Training and Professional Development	
1.5.2 Professional Dues and Memberships	
Public Affairs	
2.1 Public Information	
2.1.1 Media Response	
2.1.2 Transparency Initiatives	Revised 8/19/19
2.1.3 Public Reporting	
2.2 Marketing	
2.2.1 COPA Branding and Marketing	
2.2.2 Website	
2.3 Community Engagement	
2.3.1 Community Advisory Council	
Investigations	
3.1 Investigation	
3.1.1 Intake	Under Revision
3.1.2 Fact Gathering	Revised 8/19/19
3.1.2(a) Training and Disciplinary Records	New 3/1/19
3.1.2(b) COPA Interviews	New 3/1/19
3.1.3 Final Summary Report	Revised 8/19/19
3.1.4 Affidavits and Affidavit Overrides	Revised 8/19/19
3.1.5 Pattern and Practice Investigations	Revised 8/19/19
3.1.6 Employee Use of CLEAR and Column CMS Systems	Revised 8/19/19
3.1.7 Ballistic Vest	Revised 8/19/19
3.1.8 COPA Vests and Hats	Revised 8/19/19
3.1.9 Investigative File Maintenance	New 8/19/19
3.1.10(a) Major Incident Responses (OIS or OID)	Under Development
3.1.10(b) Major Incident Responses (Non-OIS or OIS)	Under Development

3.2 Disciplinary Process	
3.2.1 Disciplinary Recommendations	Revised 8/19/19
3.2.2 Recommendations Regarding Officer Powers	Revised 8/19/19
3.3 Quality Assurance	
3.3.1 Quality Assurance	Revised 8/19/19
3.3.2 Timeliness Benchmarks	Revised 8/19/19 (Overriding 3/1/19)
3.4 Legal	
3.4.1 Superintendent Non-Concurrence	Revised 8/19/19
3.4.2 Medical Records and HIPAA Compliance	Revised 8/19/19
3.4.3 PCRIA Compliance	Revised 8/19/19
3.4.4 Compelled Statements	Revised 8/19/19
Appendices	
Appendix 1.1.2A – Confidentiality and Non-Disclosure Agreement	
Appendix 1.1.3A – Conflict of Interest and Recusal Statement	
Appendix 1.1.3B – Conflict of Interest Disclosure Statement	
Appendix 1.1.3C – Notice of Recusal.....	
Appendix 1.1.4A – Outside Employment Form	
Appendix 1.1.6A – Indebtedness Check Procedures	
Appendix 1.1.7A – Employee Change of Address Form.....	
Appendix 1.1.15A – City of Chicago Identification Card Request Form.....	
Appendix 1.1.18A – Transcription Request Form.....	
Appendix 1.1.18B – Medical Records Payment Form	
Appendix 1.1.18C – Court Document Request Form.....	
Appendix 1.1.18D – Subpoena Request Form.....	
Appendix 1.1.18E – Office Supply Request Form	
Appendix 1.1.18F – Technology Purchase Review & Approval Form	
Appendix 1.1.19A – Employee Reimbursement Form.....	
Appendix 1.1.20A – Travel Request Form.....	
Appendix 1.1.21A – Diversity and Equal Employment Opportunity Policy Acknowledgement of Receipt	
Appendix 1.1.21B – EEO How to File a Complaint.....	
Appendix 1.1.22A – Violence in the Workplace Incident Report	
Appendix 1.1.23A – Request for Reasonable Accommodation	
Appendix 1.1.23B – Medical Questionnaire for Reasonable Accommodation Request	
Appendix 1.1.25A – Request for Paid Administrative Leave or Absence (for Chief Administrator signature)	
Appendix 1.1.25B – Request for Leave of Absence.....	
Appendix 1.1.29A – Parental Leave Procedures	
Appendix 1.1.29B – Application for Family and medical Leave or Personal Medical Leave	
Appendix 1.1.29C – Certification of Health Care Provider for Employee’s Serious Health Condition (FMLA).....	
Appendix 1.1.29D – Certification of Health Care Provider for Family Member’s Serious Health Condition (FMLA).....	
Appendix 1.1.31A – Health Care Provider’s Certification	
Appendix 1.1.31B – Employee Sick Leave Certification	
Appendix 1.1.31C – Return to Work Certification by Health Care Provider	
Appendix 1.1.32A –Vacation Request Form	

Appendix 1.1.32B – AFSCME Employee Vacation Selection Form	
Appendix 1.1.32C – Vacation Carryover Request.....	
Appendix 1.1.33A – Request for VESSA Leave Form	
Appendix 1.1.33B – Request for VESSA Accommodation Form.....	
Appendix 1.1.34A – Individual Performance Plan	Under Revision
Appendix 1.1.34B – Mid-Year Check-In Form.....	Under Revision
Appendix 1.1.34C – Annual Performance Evaluation.....	Under Revision
Appendix 1.1.34D – Annual Performance Evaluation (Supervisors/Directors/Administrators)	
.....	Under Revision
Appendix 1.1.34E – Performance Evaluation - Probation (Supervisors/Directors/Administrators)	
.....	Under Revision

Appendix 1.1.34F – Performance Evaluation – Probation..... Under Revision

Appendix 1.1.34G – COPA Performance Evaluation Program Manual..... Under Revision

Appendix 1.1.35A – Personnel Records Review Request Form

Appendix 1.1.40A – COPA Parking Lot Diagram

Appendix 1.1.41A – CATA Edit Form

Appendix 1.1.42A – COPA OT Labor Tracking Codes

Appendix 1.1.42B – Request to Work Overtime Form

Appendix 1.1.44A - Authorization to Release Work History Form

Appendix 1.2.2A - Mobile Device Usage Contract

Appendix 1.3.1A - Legal Support for Investigations SOP

Appendix 1.3.3A – Overview of COPA-DOL Information Sharing

Appendix 1.3.4A - COPA Legal Holds SOP

Appendix 1.3.5A – FOIA Procedures

Appendix 1.3.5B – Document Search Procedures

Appendix 1.5.1A – List of Required Training

Appendix 1.5.1B – Employee Training Request Form.....

Appendix 1.5.1D – Employee Training Opportunity Summary

Appendix 1.5.1E – Individual Training Plan

Appendix 1.5.2A – Membership Request Form

Appendix 2.1.1A – Media Request Interview Guide Template.....

Appendix 3.1.4A – Sworn Affidavit Form..... Revised 12/18/18

Appendix 3.1.4B – Notification of Allegations (COPA Complaint)..... New 8/19/19

Appendix 3.1.6A – Employee Agreement Regarding Use of CLEAR and Column CMS Systems
..... Revised 8/19/19

Appendix 3.2.1A – COPA Disciplinary Recommendations Form

Appendix 3.2.2A – Procedures for Recommending Limit on Officer Duties or
Powers..... Revised 8/19/19

Appendix 3.2.2B – Request for Modification of Department Member Duties or Police
Powers..... New 8/19/19

Appendix 3.3.2 – Request for Extension of Investigation..... New 3/1/19

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TABLE OF CONTENTS

Acronyms.....

Governing Legislation and Mission of COPA.....

Introduction and Disclaimer

Administration

 1.1 Administrative Services.....

 1.1.1 COPA Code of Ethics

 1.1.2 Confidentiality and Non-Disclosure

 1.1.3 Conflict of Interest and Recusal.....

 1.1.4 Outside Employment

 1.1.5 Gifts

 1.1.6 Indebtedness.....

 1.1.7 Residency Requirement - Change of Address

 1.1.8 Drug and Alcohol Testing and Use.....

 1.1.9 Personal Decorum and Demeanor.....

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 1.1.13 Email and Internet Use.....

 1.1.14 Social Media for Personal Use.....

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 1.1.17 Segregation of Duties.....

 1.1.18 Purchase Requests.....

 1.1.19 Employee Reimbursements

 1.1.20 Travel

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 1.1.22 Violence in the Workplace.....

 1.1.23 Reasonable Accommodation.....

 1.1.24 Employee Assistance Program.....

 1.1.25 Administrative Absence and Administrative Leave with Pay

 1.1.26 Bereavement Leave.....

 1.1.27 Jury Duty and Court Appearance Leave

 1.1.28 Military Leave.....

 1.1.29 Parental Leave.....

 1.1.30 Personal Day Leave

 1.1.31 Sick Leave.....

 1.1.32 Vacation Leave

 1.1.33 Victims' Economic Security and Safety Act (VESSA) Leave

 1.1.34 Performance Evaluation Program

 1.1.35 Personnel Records.....

 1.1.36 Facilities Access.....

 1.1.37 Visitor Procedures.....

 1.1.38 Firearms in the Workplace.....

 1.1.39 Vehicle Use.....

 1.1.40 Parking

 1.1.41 Work Hours and Schedules.....

 1.1.42 Overtime and Compensatory Time

 1.1.43 Employee Off-Boarding.....

1.1.44 Employment References and Employment Verifications	
1.1.45 Phone Courtesy	
1.1.46 Personnel Records File Maintenance Policy	
1.2 Information Systems	
1.2.1 DOIT Policies	
1.2.2 Mobile Device Acceptable Use and Security	
1.2.3 Data and Asset Management	
1.2.4 Information Technology (IT) Equipment Security	
1.2.5 Data Requests and Data Validation	
1.3 Legal	
1.3.1 Legal Support for Investigations	
1.3.2 Information Sharing	
1.3.3 Litigation	
1.3.4 Legal Holds	
1.3.5 External Requests for Information / FOIA	
1.3.6 Record Retention	
1.3.7 Video and Camera Acceptable Use	
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1.3.9 Re-Open Case Procedure	Under Revision
1.3.10 Civil Litigation Outcome Review Policy	
1.4 Policy and Data	
1.4.1 Internal Policy Development and Approval	
1.4.2 Responses to Legislation	
1.5 Training and Professional Development	
1.5.1 Employee Training and Professional Development	
1.5.2 Professional Dues and Memberships	
Public Affairs	
2.1 Public Information	
2.1.1 Media Response	
2.1.2 Transparency Initiatives	Revised 8/19/19
2.1.3 Public Reporting	
2.2 Marketing	
2.2.1 COPA Branding and Marketing	
2.2.2 Website	
2.3 Community Engagement	
2.3.1 Community Advisory Council	
Investigations	
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3.3 Quality Assurance	
3.3.1 Quality Assurance	Revised 8/19/19
3.3.2 Timeliness Benchmarks	Revised 8/19/19 (Overriding 3/1/19)
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3.4.1 Superintendent Non-Concurrence	Revised 8/19/19
3.4.2 Medical Records and HIPAA Compliance	Revised 8/19/19
3.4.3 PCRIA Compliance	Revised 8/19/19
3.4.4 Compelled Statements	Revised 8/19/19
Appendices	
Appendix 1.1.2A – Confidentiality and Non-Disclosure Agreement	
Appendix 1.1.3A – Conflict of Interest and Recusal Statement	
Appendix 1.1.3B – Conflict of Interest Disclosure Statement	
Appendix 1.1.3C – Notice of Recusal	
Appendix 1.1.4A – Outside Employment Form	
Appendix 1.1.6A – Indebtedness Check Procedures	
Appendix 1.1.7A – Employee Change of Address Form	
Appendix 1.1.15A – City of Chicago Identification Card Request Form	
Appendix 1.1.18A – Transcription Request Form	
Appendix 1.1.18B – Medical Records Payment Form	
Appendix 1.1.18C – Court Document Request Form	
Appendix 1.1.18D – Subpoena Request Form	
Appendix 1.1.18E – Office Supply Request Form	
Appendix 1.1.18F – Technology Purchase Review & Approval Form	
Appendix 1.1.19A – Employee Reimbursement Form	
Appendix 1.1.20A – Travel Request Form	
Appendix 1.1.21A – Diversity and Equal Employment Opportunity Policy Acknowledgement of Receipt	
Appendix 1.1.21B – EEO How to File a Complaint	
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Appendix 1.1.25A – Request for Paid Administrative Leave or Absence (for Chief Administrator signature)	
Appendix 1.1.25B – Request for Leave of Absence	
Appendix 1.1.29A – Parental Leave Procedures	
Appendix 1.1.29B – Application for Family and medical Leave or Personal Medical Leave	
Appendix 1.1.29C – Certification of Health Care Provider for Employee’s Serious Health Condition (FMLA)	
Appendix 1.1.29D – Certification of Health Care Provider for Family Member’s Serious Health Condition (FMLA)	
Appendix 1.1.31A – Health Care Provider’s Certification	
Appendix 1.1.31B – Employee Sick Leave Certification	
Appendix 1.1.31C – Return to Work Certification by Health Care Provider	
Appendix 1.1.32A – Vacation Request Form	

Appendix 1.1.32B – AFSCME Employee Vacation Selection Form	
Appendix 1.1.32C – Vacation Carryover Request.....	
Appendix 1.1.33A – Request for VESSA Leave Form	
Appendix 1.1.33B – Request for VESSA Accommodation Form.....	
Appendix 1.1.34A – Individual Performance Plan.....	Under Revision
Appendix 1.1.34B – Mid-Year Check-In Form.....	Under Revision
Appendix 1.1.34C – Annual Performance Evaluation.....	Under Revision
Appendix 1.1.34D – Annual Performance Evaluation (Supervisors/Directors/Administrators)	
.....	Under Revision
Appendix 1.1.34E – Performance Evaluation - Probation (Supervisors/Directors/Administrators)	
.....	Under Revision

Appendix 1.1.34F – Performance Evaluation – Probation..... Under Revision

Appendix 1.1.34G – COPA Performance Evaluation Program Manual..... Under Revision

Appendix 1.1.35A – Personnel Records Review Request Form

Appendix 1.1.40A – COPA Parking Lot Diagram

Appendix 1.1.41A – CATA Edit Form

Appendix 1.1.42A – COPA OT Labor Tracking Codes

Appendix 1.1.42B – Request to Work Overtime Form

Appendix 1.1.44A - Authorization to Release Work History Form

Appendix 1.2.2A - Mobile Device Usage Contract

Appendix 1.3.1A - Legal Support for Investigations SOP

Appendix 1.3.3A – Overview of COPA-DOL Information Sharing

Appendix 1.3.4A - COPA Legal Holds SOP

Appendix 1.3.5A – FOIA Procedures

Appendix 1.3.5B – Document Search Procedures

Appendix 1.5.1A – List of Required Training

Appendix 1.5.1B – Employee Training Request Form.....

Appendix 1.5.1D – Employee Training Opportunity Summary

Appendix 1.5.1E – Individual Training Plan

Appendix 1.5.2A – Membership Request Form

Appendix 2.1.1A – Media Request Interview Guide Template.....

Appendix 3.1.4A – Sworn Affidavit Form..... Revised 12/18/18

Appendix 3.1.4B – Notification of Allegations (COPA Complaint)..... New 8/19/19

Appendix 3.1.6A – Employee Agreement Regarding Use of CLEAR and Column CMS Systems
..... Revised 8/19/19

Appendix 3.2.1A – COPA Disciplinary Recommendations Form

Appendix 3.2.2A – Procedures for Recommending Limit on Officer Duties or
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To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 12, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-04 Interns

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Hairston requested more information related to the demographics of COPA's interns, specifically Black interns, and outreach initiatives.

Regarding the demographics of interns, COPA acknowledges that while it does not currently have any black interns, COPA had three Black interns in 2018. They attended the following universities: Kean University, St. Xavier University, and Chicago State University.

Regarding outreach initiatives, COPA has historically made a concerted effort to work with numerous colleges and universities in order to attract a diverse applicant pool with regards to internship opportunities available. These efforts include posting notifications of internship opportunities, alumni engagement, COPA's Public Affairs team presenting and recruiting at college symposiums, and by word of mouth. Most recently, the agency has established its presence at the Mid-West Public Interest Legal Career Conference, hosted by Northwestern Pritzker School of Law, National Lewis University and Loyola University, in order to engage with students who are seeking out a path for making contributions and advancing their knowledge and professional

skill sets through valuable internship opportunities. The agency will continue its efforts to reach and attract a diverse and inclusive applicant pool.

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental

Date: November 12, 2019

Re: Request for Information from Annual Budget Committee Hearing

ID#: 60-05 Video

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019 to discuss the proposed 2020 budget.

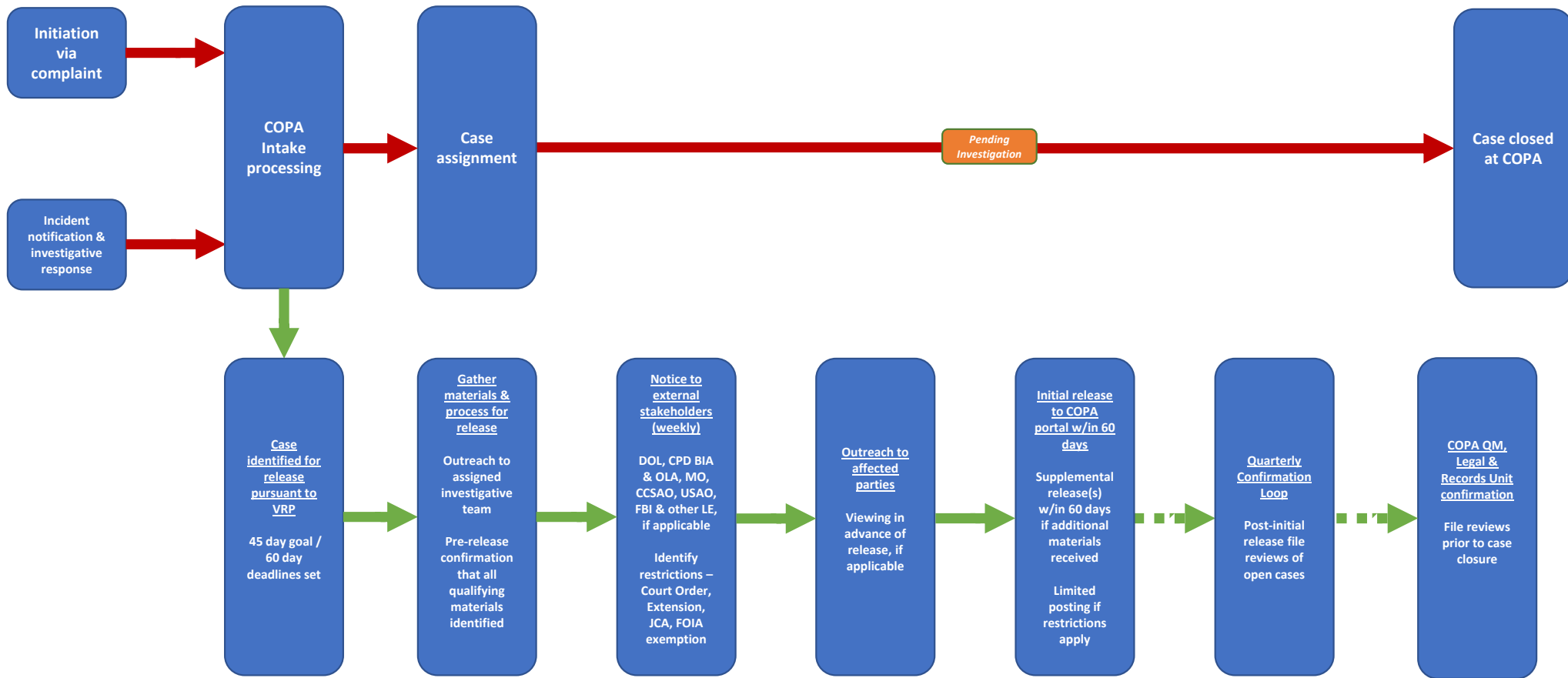
Alderman Hairston requested a flow chart that illustrates the transparency/video release process, information regarding the instances of misplacement of video evidence, and policies that have been implemented to ensure that this doesn't happen in again in the future, and information on the system in place for internal resolution for case disagreements.

Please see attached PowerPoint slide illustrating the Video Release Workflow, City of Chicago Video Release Policy and attached pages 81-83 of the COPA Investigator Manual addressing the agency's review chain and the internal non-concurrence process for resolution of dissenting opinions.

Since the incident, COPA has drafted additional guidelines that lay out with specificity the investigative team members who are to be held accountable for identification, submission and review of file materials that qualify for release under the City's Video Release Policy. These new guidelines are in policy finalization stage, and the agency is enforcing the accountability enhancements laid out in the draft guidelines, including scheduled caucuses between stakeholders in order to ensure compliance with the City's Video Release Policy.

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

Video Release Policy – COPA Workflow
10/9/19



Video Release Policy for the City of Chicago

I. PURPOSE.

This policy will provide direction to officials and agencies of the City of Chicago (“City”) with respect to the public release by the City of videotape and audiotape recordings and certain specified police reports that relate to certain types of incidents involving Chicago Police Department (“CPD”) officers, and shall prescribe procedures under which requests can be made to delay temporarily the release of those items to the public.

II. POLICY CONSIDERATIONS.

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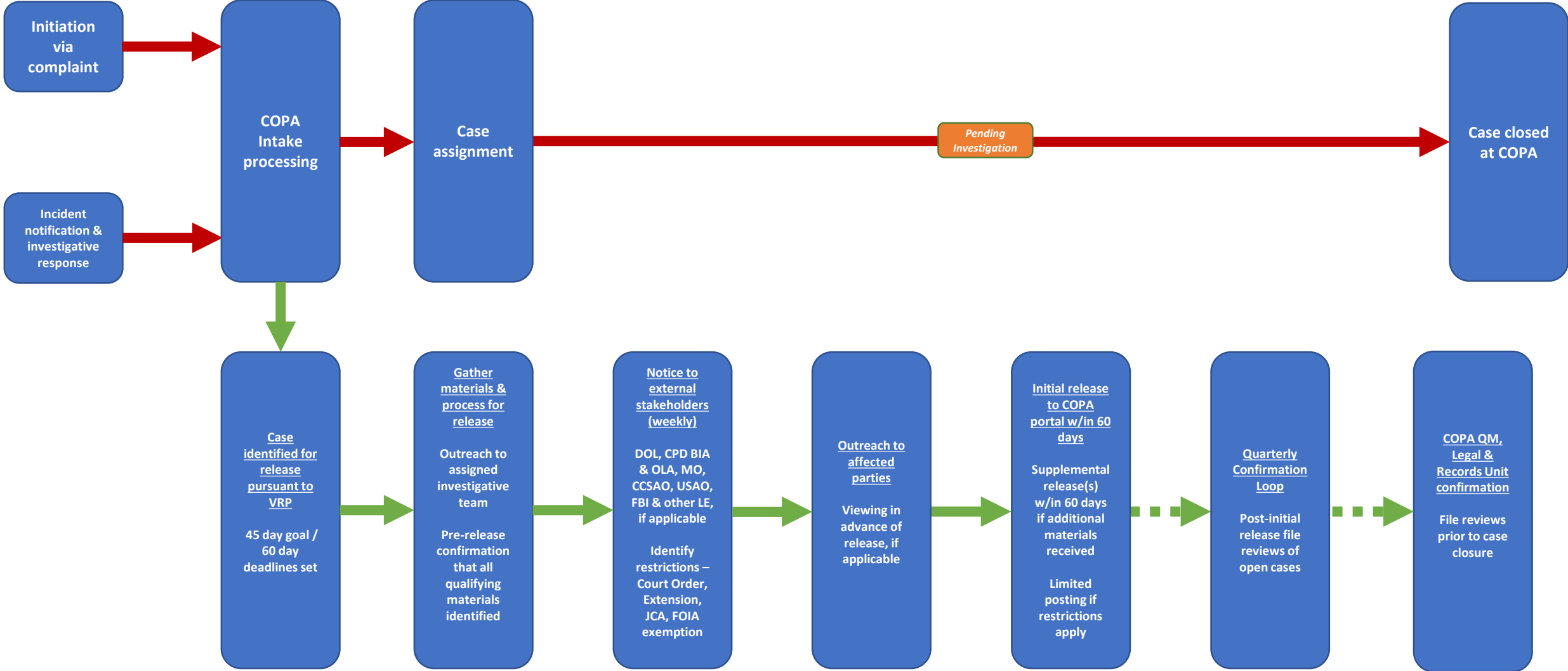
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Video Release Policy – COPA Workflow

10/9/19



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MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-06 OIS

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Hairston requested information on how many Officer involved shootings have occurred since May of 2018.

Since May 1, 2018, COPA has identified 42 officer-involved shooting cases.

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



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Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-07 Cases

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019, to discuss the proposed 2020 budget.

Alderman Hairston requested information the total number of non-legacy cases does the agency currently have by type/category.

Please see the chart on the next page for the requested information.

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

**Closed IPRA & COPA Allegations by Category
during 9/15/17 - 11/6/19**

Allegations by Category	# of IPRA Allegations	# of COPA Allegations	Total Allegations
Abuse of Authority	0	2	2
Civil Suits	68	88	156
Coercion	3	36	39
Denial of Counsel	0	8	8
Domestic Violence	77	73	150
Excessive Force	424	261	685
First Amendment	0	1	1
Fourth Amendment/Improper Search	9	587	596
Incidents in Lock Up	33	93	126
Incomplete Information Received	1	362	363
Legal Violation	1	3	4
Miscellaneous	38	38	76
Miscellaneous Notification	4	12	16
OC Discharge	1	2	3
Operational Violation	4	72	76
Proper Care	1	0	1
Sex Offense	0	4	4
Sexual Harassment	0	2	2
Shootings - Animal Destruction	3	37	40
Shootings - No Hits	7	7	14
Shootings - With Hits	52	6	58
Taser Discharge	30	12	42
Unnecessary Display Of Weapon	35	44	79
Vehicle	2	12	14
Verbal Abuse	52	60	112
Total	845	1822	2667



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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-08 Recommendations

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Hairston requested information regarding the number of disciplinary recommendations COPA has made to CPD.

Please see below for information responsive to Alderman Hairston's request.

	Separation	30 Days or More Suspension	1 - 29 Days Suspension	Violation Noted or Reprimand	TOTAL
IPRA Cases	13	17	98	28	156
COPA Cases	3	12	61	43	119
TOTAL	16	29	159	71	275

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Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-09 Consent Decree

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Hairston requested information on any updates to the COPA investigative manual due to Consent Decree.

Presently there are no updates to the investigative manual though it is slated for revision after review and feedback from the Consent Decree monitor.

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-10 Carryover

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman More requested a list of carryover employees from OPS and IPRA to COPA.

Of the current 151 employees, 28 are carryovers from IPRA. Of the 28 carryovers to COPA, 20 are carryovers from OPS.

The following table is a list of employees that were carried over from each agency.

OPS	IPRA	COPA
M. Webb	M. Webb	M. Webb
M. E. Olvera	M. E. Olvera	M. E. Olvera
E.D. Sanders	E.D. Sanders	E.D. Sanders
J. Lukas	J. Lukas	J. Lukas
R. Soto	R. Soto	R. Soto
L. White	L. White	L. White
D. Bowens	D. Bowens	D. Bowens
L. Davis	L. Davis	L. Davis
J. Goodwin	J. Goodwin	J. Goodwin
B. Killen	B. Killen	B. Killen
W. Neal	W. Neal	W. Neal
S. Carter	S. Carter	S. Carter
J. Sanchez	J. Sanchez	J. Sanchez
D. Kobel	D. Kobel	D. Kobel
S. Hayes	S. Hayes	S. Hayes
R. Hendricks	R. Hendricks	R. Hendricks
T. Merritt	T. Merritt	T. Merritt
O. Nufio	O. Nufio	O. Nufio
T. Kalantzis	T. Kalantzis	T. Kalantzis
S. Daun	S. Daun	S. Daun
	A. Pfeifer	A. Pfeifer
	G. Mack	G. Mack
	J. Westensee	J. Westensee
	C. Morley	C. Morley
	F. Sheets	F. Sheets
	C. Hill	C. Hill
	C. Oliveri	C. Oliveri
	A. Kersten	A. Kersten

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor’s Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-11 Demographics

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman More requested the ethnic breakdown of the 106 investigator positions that are filled; and the total number of black Supervising Investigators and Deputy Chief Investigators.

Cost Center 3010 - Investigations			
Ethnic Breakdown			
	Male	Female	Total
Asian	0	0	0
Black	12	24	36
Hispanic	5	4	9
White	25	18	43
2 or more races	2	2	4
Total	44	48	92

Job Title Code / Description	Black
1249 - SUPERVISING INVESTIGATOR-COPA	2
9680 - DEPUTY CHIEF ADMINISTRATOR (CHIEF INVESTIGATORS)	1
TOTAL	3

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-12 Floor

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman La Spata asked for the calculation for the budgetary floor for COPA.

COPA's ordinance states that their total appropriation is to be no less than one percent (1.0%) of the annual budget for all Chicago Police Departments' local non-grant funds. The calculation can be found on page 123 of the Budget Overview Book.

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-13 Cases

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman La Spata requested information regarding the sustained status of COPA's 850 closed cases.

Since COPA's inception on September 15, 2017, the agency has produced 119 sustained cases.

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor’s Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-14 Contracts

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Vasquez requested the total number of contracts COPA currently has.

COPA only has one (1) direct contract with Carminati Consulting which is responsible for the implementation and continued enhancement of the agency’s Case Management System. The agency does however engage with several other vendors for a variety of professional services, either directly or through the utilization of a Master Consulting Agreement.

Alderman Vasquez also requested COPA to identify the smaller contracts/vendors where COPA engages Black and Latino companies.

Vendor or Transaction Description	Total	Activity	Type
GERTRUDE INC	\$ 3,500	Marketing & Branding Consultant	MBE-Black
MIND YOUR MANNERS DBA THE WILLIAM EVERETT GROUP	\$ 460	Training	MBE-Black
Grand Total as of 10/31/19	\$ 3,960		

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-15 Bilingual

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Vasquez requested information on the languages spoken by bilingual staff.

Language	# of COPA Staff
Arabic	1
Farsi (Persian)	1
French	3
Greek	1
Italian	1
Japanese	1
Russian	1
Spanish	9
Total	18

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-16 Cases

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Vasquez requested the total amount of COPA cases that have been opened since its inception.

Since its inception, COPA has opened 3,251 cases.

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-17 Complaints

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Taylor requested the total number of cases/complaints; and cases/complaints by district in 2018 & 2019.

The following chart contains information from COPA Investigations Retained during 1/1/2018 - 11/6/2019 by Reporting Category and Police District - CLEAR and CMS Data Included.

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

Reporting Category	Police District #																															Unknown District	Grand Total					
	1	2	3	4	5	6	7	8	9	10	11	12	14	15	16	17	18	19	20	22	24	25	31															
Abuse of Authority				2	1		2	1	2					1																							9	
Civil Suits	1	11	9	5	3	4	7	7	10	7	10	5	2	6			2	2	1	3	1	10												12		118		
Coercion	1	1	1	1	5	3	2	3	2	3	4	1		3	2	2	2			1		2														49		
Denial Of Counsel	1	2	1				1	1																													9	
Domestic Violence	3	4	8	3	11	1	12	3	1	4	3	1	3	19			2	1	2	16	2	3											16		121			
Excessive Force	12	29	29	20	26	40	54	19	8	28	46	19	10	20	16	3	25	13	7	10	6	29	3										36		508			
First Amendment																																				1	1	
Fourth Amendment/Improper Search	19	72	47	75	50	109	127	38	24	48	107	25	16	46	11	3	31	13	5	34	11	28	2													99	1040	
In Process	12	18	19	25	12	39	37	20	14	16	25	18	9	12	14	3	20	13	4	20	4	14	3													282	653	
Incidents In Lock Up	7	12	7	4	8	6	3	3	2	4	19	1	4	2	1	3	9			1		11															107	
Legal Violation								2																													3	
Miscellaneous	1			3	4	3	1			1	1	1	1	2	3		3	2	3	1																	6	37
Miscellaneous																																						
Notification	2	1	2	1		1	1	2	1	1	1					1					2																	16
Oc Discharge																1						1																2
Operational Violation	4	5	1	8	6	10	6	4	3	3	8	3	1	3	3		5	3		3	3	2															18	102
Proper Care	1			2	2					1	1						1	1	1	1		1																12
Sex Offense		2						1		2	2			1	2					1		1																11
Sexual Harassment										1		3	1		2							1																11
Shootings - Animal Destruction				3	3	4	3	5	1	1	2	3		3	1					1	2	4																36
Shootings - No Hits		1	2	5	1	2	3	2	2	1	1		1	1	1		1			4	2																30	
Shootings - With Hits	2	2	2	2	2	3		1	2	2	4	2		1	1	1			1	2	1																32	
Taser Discharge	1	1			1	1	2			2					1					1	2	2															14	
Traffic	1			1		1	1		1																													5
Unnecessary Display Of Weapon	1	1	3	4	6	3	1	4	1	2	2	3	2	1	1	1	2	3		3	1	2															1	48
Vehicle		1		2	1	2	1		1		1		1	1								2																14
Verbal Abuse	7	4		2	4	7	8	8	4	1	8	4	2	3	7		6	4		5	3	6	2														114	
Grand Total	76	166	133	174	137	248	260	131	79	123	254	85	47	110	87	16	103	66	27	110	35	120	10										505		3,102			



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-18 Cases

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 06, 2019, to discuss the proposed 2020 budget.

Alderman Martin requested the total number of legacy IPRA cases beginning in 2019, and the number of open legacy IPRA cases to date.

Please see the chart below for information responsive to this request.

As of Date	Pending IPRA Investigations
1/1/2019	352
11/6/2019	90

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



MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Chief Sydney Roberts

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 13, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 60-19 Consent Decree

The information below is a response to questions posed at the Civilian Office of Police Accountability hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Martin requested Consent Decree line item breakdown.

The chart below is the line item break down for the 9295-account on page 223 in the 2020 Budget Recommendations book.

Acct	Program Desc	Item Desc	2020 Rec
9295	LEGAL	MEDIATION PROGRAM	\$150,000
9295	TRAINING	INVESTIGATOR TRAINING	\$62,500
9295	TRAINING	LEGAL STAFF TRAINING	\$12,500
9295	TRAINING	OFF-SITE TRAINING FACILITY	\$10,000
9295	TRAINING	SME TRAINING	\$25,000
9295	TRAINING	SPECIALIZED TECHNICAL TRAINING	\$7,500
9295	INFORMATION TECHNOLOGY	CASE MANAGEMENT SYSTEM	\$452,000
9295	INFORMATION TECHNOLOGY	TABLEAU LICENSES	\$15,000
9295	INFORMATION TECHNOLOGY	CMS/COLUMN DATA HOSTING	\$67,000
9295	INFORMATION TECHNOLOGY	CMS/COLUMN USER LICENSING	\$20,000
9295	INFORMATION TECHNOLOGY	CMS/GENETEC DATA HOSTING & USE	\$35,000

9295	INFORMATION TECHNOLOGY	TECH FOR TRAINING & ENGAGEMENT	\$50,000
TOTAL			\$906,500

The following chart identifies the positions in COPA related to consent decree.

Title	Salary	Number of Positions	Total	Budget Rec Book
Director of Investigations-COPA	\$98,148	2	\$196,296	Page 225
Intake Aide	\$42,960	3	\$128,880	Page 225
Assistant General Counsel	\$110,052	1	\$110,052	Page 226
TOTAL			\$435,228	

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