

## CPD 2025 Goals

<p><b>Goal 1: Traffic Stops and Fourth Amendment</b></p>	<p><b>Ensure that all officers have a strong foundation in constitutional policing based on impartial policing to guide their work every day by implementing policies that further impartial policing, including drafting a policy that addresses traffic stops.</b></p>
<p><b>Background</b></p>	<p>In 2025, under the direction of the Superintendent, the Chicago Police Department will undertake a comprehensive development of policies related to traffic stops.</p> <p>In 2024, Federal Judge Rebecca Pallmeyer held hearings on including traffic stops in the Consent Decree. As of January 30, 2025, no agreement has been made between the City of Chicago, the Attorney General, and the Independent Monitoring Team to include traffic stops in the consent decree. CPD and the Commission will commence policy development related to traffic stops and if traffic stops are incorporated in the consent decree, CPD and the Commission will continue to collaboratively draft traffic stop policy inclusive of the Independent Monitoring Team (IMT), and Office of Attorney General.</p> <p>This policy development process will include extensive community engagement and feedback, with input gathered through forums and outreach organized by the CCPSA.</p>
<p><b>Objective</b></p>	<p>Develop and implement policies that promote impartial policing principles and practices, including policies, procedures, and documentation related to traffic stops.</p> <p>Conduct Fourth Amendment training to enhance officers’ understanding of lawful stops, searches, and seizures. Develop a system to document and track traffic stops.</p>
<p><b>Timeline and Deliverables</b></p>	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Updated Policy <ul style="list-style-type: none"> <li>○ Collaboratively draft traffic stop policy with Commission. <ul style="list-style-type: none"> <li>▪ Policy should be consistent with consent decree’s impartial policing guiding principles and existing compliance policies.</li> </ul> </li> <li>○ Provide an anticipated timeline for developing and implementing the traffic stop policy.</li> <li>○ CPD uses CCPSA community engagement findings to inform traffic stop policy.</li> </ul> </li> <li>• Systems and Data Analysis</li> </ul>

	<ul style="list-style-type: none"> <li>○ Provide a timeline for developing the Stop Application system.</li> <li>○ Assess traffic stops from the previous year, including low-level traffic infractions. Analyze and disaggregate data by type of stop, race, gender, and geography (e.g. police district).</li> <li>● 2025 In-Service Training <ul style="list-style-type: none"> <li>○ Provide approved 2025 In-Service Training Curriculum materials.</li> <li>○ Provide 2025 In-Service Training Attendance Report.</li> <li>○ Offer Commissioners opportunities to attend In- Service Trainings.</li> </ul> </li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>● Updated Policy <ul style="list-style-type: none"> <li>○ CPD and Commission use CCPSA community engagement findings to inform traffic stop policy.</li> <li>○ Provide update on traffic stop policy development.</li> <li>○ CPD and Commission finish a draft of traffic stop policy language.</li> </ul> </li> <li>● Systems and Data Analysis <ul style="list-style-type: none"> <li>○ Provide an update on Stop Application system development.</li> </ul> </li> <li>● 2025 In-Service Training <ul style="list-style-type: none"> <li>○ Provide 2025 In-Service Training Attendance Report.</li> <li>○ Continue offering Commissioners opportunities to attend In-Service Trainings.</li> </ul> </li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>● Updated Policy <ul style="list-style-type: none"> <li>○ Provide an update on traffic stop policy development and implementation.</li> <li>○ Develop training materials on new policy.</li> <li>○ Post draft traffic stop policy on CPD’s policy portal for public comment.</li> <li>○ Continue community engagement around policy language.</li> </ul> </li> <li>● 2025 In-Service Training <ul style="list-style-type: none"> <li>○ Provide 2025 In-Service Training Attendance Report.</li> <li>○ Offer Commissioners opportunities to attend In-Service Trainings.</li> </ul> </li> <li>● Systems and Data Analysis <ul style="list-style-type: none"> <li>○ CPD completes the new Stop Application documentation system and demonstrates its</li> </ul> </li> </ul>
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	<p>functionality to capture investigatory stops and traffic stops.</p> <ul style="list-style-type: none"> <li>○ Report on all CPD stops disaggregated by type of stop.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>● Updated Policy <ul style="list-style-type: none"> <li>○ Provide update on traffic stop policy.</li> </ul> </li> <li>● 2025 In-Service Training <ul style="list-style-type: none"> <li>○ Provide 2025 In-Service Training Attendance Report.</li> </ul> </li> <li>● Systems and Data Analysis <ul style="list-style-type: none"> <li>○ Implement the new documentation system to track policy implementation developed and implemented by Quarter 4.</li> </ul> </li> </ul>
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<p><b>Evaluation</b></p>	<p>The Commission will use the following criteria to evaluate the 2025 goals:</p> <ol style="list-style-type: none"> <li>1. Evaluation of adherence to proposed policy development timeline.</li> <li>2. Evidence of community engagement in policy making.</li> <li>3. Evidence of a collaborative policy-making process with CCPSA.</li> <li>4. Review of CPD’s 2025 In-Service training including: <ol style="list-style-type: none"> <li>a. Evidence of completion and submission of quarterly training reports to the Commission.</li> <li>b. Completion rates of officers trained by quarter.</li> <li>c. Feedback from officers on training effectiveness.</li> </ol> </li> <li>5. Completion and implementation of stops documentation system.</li> <li>6. Reporting on all stops including low-level traffic code infractions. Submission of data analysis report to the Commission. Data collection and data analysis are completed by type of stop, race, gender, and geography.</li> </ol>
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<p><b>Goal 2: Workforce Allocation</b></p>	<p><b>Execute an interim approach for managing Department resources while the Workforce Allocation Study (WFA) is ongoing. Execute the Workforce Allocation Study and develop an implementation plan upon its completion.</b></p>
<p><b>Background</b></p>	<p>In 2025, Matrix Consulting will formally launch the Workforce Allocation Study. The study will provide a data-driven and updatable workforce allocation model. It will be a workload-based model for non-patrol units and a geographic sector integrity model for patrol units.</p> <p>The study will also include a 911 call analysis and extensive community engagement conducted by community-based organizations. Each quarter an update will be provided to the public. The study development will be overseen by the Steering Committee, which includes a representative from CCPSA.</p>

<p><b>Timeline and Deliverables</b></p>	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Provide an overview of CPD’s interim approach to effectively allocating resources while the WFA Study is being conducted.</li> <li>• A CCPSA representative identified for the WFA Study Steering Committee.</li> <li>• Provide a timeline for the completion of the WFA Study, including scope of work responsibilities for CPD, the contractor, and other included partners.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Provide update on the WFA Study, including completed scope of work responsibilities for CPD, the contractor, and other included partners.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Provide update on the WFA Study, including completed scope of work responsibilities for CPD, the contractor, and other included partners.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Provide status of WFA Study report.</li> <li>• Provide status of implementation plan for the staffing allocation model based on the WFA study’s findings.</li> <li>• Superintendent presents the WFA study’s findings and CPD’s implementation plan at a Commission meeting.</li> <li>• Submit the WFA study to the IMT/OAG.</li> </ul>
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<p><b>Evaluation</b></p>	<p>The Commission will use the following criteria to evaluate the 2025 goals:</p> <ol style="list-style-type: none"> <li>1. Completion of workforce allocation planning and Scope of Work phases according to the established timeline.</li> <li>2. Evidence of community input on the WFA Study.</li> <li>3. Evidence of Commission and District Council input on the WFA Study.</li> <li>4. Overview of CPD’s interim approach to managing Department resources in advance of WFA completion.</li> <li>5. Report on CPD’s implementation plan upon completion of the WFA Study. Implementation Plan to include plan and timeline for increased compliance levels on ¶¶90, 91, 356, 357, 360-367.</li> <li>6. Maintain Consent Decree compliance levels on ¶¶90, 91, 360-64, 367.</li> <li>7. Submit the WFA study to the IMT/OAG for IMR-13 assessment by December 31, 2025.</li> </ol>
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<p><b>Goal 3: Prohibitions on Criminal and Biased Organizations</b></p>	<p><b>Implementation of G08-03 and establish mechanisms to track complaints tied to the General Order.</b></p>
<p><b>Background</b></p>	<p>On June 24, 2024, the Commission approved Department General Order G08-03 Prohibitions on Criminal and Biased Organizations. The Department included G08-03 in its June 2024 Mandatory Monthly Department Directives E-learning. The Department also started discussions with COPA to update the Case Management System to track complaints during intake. In 2025, the Department will conclude implementation of G08-03 through department-wide e-learning training for all members.</p>
<p><b>Timeline and Deliverables:</b></p>	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Provide an estimated timeline for the roll out of the training and tracking for this G08-03.</li> <li>• Provide an update on e-learning training development for G08-03. <ul style="list-style-type: none"> <li>○ This training will be inclusive of G08-03 and G09-01-06: Use of Social Media Outlets. G09-01-06 is a Consent Decree Policy. Training will be submitted to IMT/OAG for review.</li> </ul> </li> <li>• In conjunction with COPA, create and implement Case Management System (CMS) mechanisms that allow tracking on intakes and log investigations related to G08-03.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Submit e-learning training to IMT/OAG for review.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on e-learning training development for G08-03.</li> <li>• Include data from compliant tracker in BIA quarterly reports.</li> <li>• Provide an update on the creation and implementation of Case Management System (CMS) mechanisms that allow tracking of intakes and log investigations related to G08-03.</li> <li>• Provide an overview of BIA staff training and investigatory procedures for G08-03 and G09-01-06.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on e-learning training development for G08-03.</li> </ul>

	<ul style="list-style-type: none"> <li>• Include data from the complaint tracker in BIA’s quarterly reports.</li> </ul>
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<p><b>Evaluation:</b></p>	<p>The Commission will use the following criteria to evaluate the 2025 goals:</p> <ol style="list-style-type: none"> <li>1. Availability of training documents and schedule for implementation.</li> <li>2. Adherence to the timeline.</li> <li>3. Evidence of CMS mechanism for tracking complaints.</li> <li>4. Report on the number of complaints, complaints remaining open and under investigation, and closed investigations with allegations related to G08-03.</li> <li>5. Evidence of updated BIA training and procedures incorporating G08-03.</li> </ol>
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<p><b>Goal 4: Community Policing</b></p>	<p><b>Build and foster a true collaborative partnership through engagements that result in greater public trust between the department and the community.</b></p>
<p><b>Background</b></p>	<p>In the 2024 Superintendent Goals, the Department undertook a review of community policing. This goal sought two broad outcomes (1) a cultural shift to a more expansive approach to community policing for all police officers and (2) to develop a community policing plan. The Department engaged the Civic Consulting Alliance, CCA, to execute this assessment. The Department initially planned to complete this project in 2024, the assessment was extended to ensure comprehensive community engagement.</p> <p>In 2025, The Department will provide updates on the assessment results and implementation plans. These plans should satisfy the requirements of the Consent Decree and meet the needs of the Department. Once the assessment is complete the Superintendent will articulate the Department's community policing vision and the operational plan to implement that vision at a monthly CCPSA meeting. This presentation will detail the assessment results on the District Strategic Plan Program.</p> <p>In 2024, the Department and CCPSA collaborated to develop a Chicago Police Department policy that reflects how the Department works with Commission and the District Councils. District Councils play a critical role in supporting Commanders and the Department to build strong connections between the community and the police at a District level. While each District has unique needs, the goal of the policy is to provide structures around this new endeavor.</p> <p>In 2025, the Department and the Commission plan to approve this policy, then focus on training for both Commanders and District Councils. In the latter half of 2025, CCPSA and the Department will find a partner to conduct a qualitative assessment of the interactions between District Councils and Commanders.</p>
<p><b>Objective 1: Community Policing Assessment</b></p>	<p>Complete the Community Policing assessment and begin implementing reforms. Increase community engagement, including incorporating the CCPSA, particularly District Councils, into collaborative and strategic district level policing.</p>



<p><b>Timeline and Deliverables:</b></p>	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Report on the status of the Community Policing assessment. Including anticipated timeline and report on how the assessment will be used to inform District Strategic Plans.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Report on the status of the Community Policing assessment.</li> <li>• Identify how CPD will gather meaningful community involvement, including District Councils, when revising District Strategic Planning policy.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Superintendent to attend Commission meeting and articulate CPD’s community policing vision and the operational plan to implement that vision.</li> <li>• Begin revising S02-03-02 District Strategic Plans policy.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Report on the implementation of the Community Policing assessment.</li> <li>• Provide update on S02-03-02 District Strategic Plans policy revisions. (This is a consent decree policy and will be submitted to the IMT/OAG for review once drafted.)</li> </ul>
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<p><b>Objective 2:</b> District Councils</p>	<p>Implement structures that allow District Councils and Commanders to build connections between the police and the community.</p>
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	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Complete policy development process with CCPSA for G01- 11.</li> <li>• Provide a Training Plan for G01-11.</li> <li>•</li> <li>• Co-develop with CCPSA and conduct a joint training session with District Command staff and District Council Members.</li> <li>• Provide update on CPD's participation in the relevant DC training sessions.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Provide update on CPD's participation in the relevant DC training sessions.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Provide update on CPD's participation in the relevant DC training sessions.</li> <li>• Identify, with CCPSA input, a third-party partner to conduct a qualitative assessment of the interactions between CPD District Commanders and District Council Members.</li> <li>• Communicate and engage District Councils in District Strategic Plan community engagements to promote them with their constituents.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Report on G01-11 implementation successes and areas for improvement.</li> <li>• Provide update on CPD's participation in the relevant DC training sessions.</li> <li>• Third-party partner completes a qualitative assessment of the interactions between CPD District Commanders and District Council by December 31, 2025.</li> </ul>
<b>Evaluation</b>	<p>The Commission will use the following criteria to evaluate the 2025 goals:</p> <p><b>Objective 1: Community Policing Assessment</b></p> <ol style="list-style-type: none"> <li>1. Community Policing Assessment Final report.</li> </ol>

	<ol style="list-style-type: none"> <li>2. Adherence to timeline.</li> <li>3. Superintendent’s presentation at a monthly Commission meeting, including a summary of key community input gathered from Community Policing Assessment and how the operational plan will address community input.</li> <li>4. Evidence of implementation commencement for the Community Policing Assessment.</li> <li>5. Begin revising S02-03-02 District Strategic Plans policy, including input from District Councils and community.</li> <li>6. Evidence of meaningful community input during policy development stage.</li> <li>7. Maintain Consent Decree compliance level on ¶152.</li> </ol> <p><b>Objective 2: District Councils</b></p> <ol style="list-style-type: none"> <li>1. Completion of G01-11 policy process.</li> <li>2. G01-11 training materials, training plan and schedule, co-developed with CCPSA input.</li> <li>3. Report on G01-11 implementation and areas for improvement.</li> <li>4. Completion of a qualitative assessment by a third-party partner on interactions between CPD District Commanders and District Council Members by December 31, 2025.</li> <li>5. Summary of the number and type of formal District Council Member requests submitted and completed (where applicable) by the Superintendent’s designee/CPD.</li> <li>6. Evidence of effective communication and engagement with District Council Members on District Strategic Plan community engagements.</li> </ol>
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<p><b>Goal 5: Member Wellness and Support</b></p>	<p><b>Develop and implement systems and improve facilities to ensure a healthy and resilient workforce.</b></p>
<p><b>Background</b></p>	<p>The Early Intervention and Support System (EISS) will combine features of the Department's legacy threshold-based performance management programs with a data- driven early warning tool. The Department has partnered with Benchmark Analytics, to provide evidence-based research, information sources, and analytics to identify officers in need of intervention. The Department plans to bring the EIS online in two phases.</p> <p>First, in 2025, the Department will combine, refine, and automate current legacy performance management systems into a single policy-based threshold application. In the second phase, anticipated in 2026, the Department will fully deploy the <i>Benchmark</i> predictive analytics toolset which will give supervisors a statistical risk-level overview of their officers and provide real-time alerts as out-of-policy, adverse, and at-risk events occur. Combined, these systems will help the Department to deliver proactive, risk management, and officer support for its members.</p> <p>In 2024, the Department collaborated with 2FM, the City's facility managers, to address facility issues. While progress was made, there is still significant work to be done to provide Department members with adequate facilities for daily use. The goal for 2025 is to develop formal structures to discuss issues and continue advocating for better facilities to support the Department.</p>

<p><b>Objective 1:</b> Early Intervention System (EIS)</p>	<p>Develop an EIS system that identifies at-risk behaviors, supports CPD members' mental and physical health, and appropriately addresses behavior identified. This system will be detailed in a new policy.</p>
<p><b>Timeline and Deliverables:</b></p>	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on EIS system implementation and anticipated timeline.</li> <li>• Report on how CPD will ensure community involvement and input in revision of EIS Policy.</li> <li>• Begin gathering community input.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on EIS system implementation including policy development and community engagement.</li> </ul>

	<p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on EIS system implementation including policy development and community engagement.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Submit EIS policy for IMT/OAG for review by December 31, 2025. Policy to include supervisors’ EIS review requirements, system evaluation, and accountability plans.</li> <li>• Provide an update on EIS system 2026 implementation plan including training plan.</li> <li>• Provide demonstration of EIS data system.</li> </ul>
<p><b>Objective 2:</b> Facilities Improvements</p>	<p>Facilities Improvements</p>
<p><b>Timeline and Deliverables:</b></p>	<p><b>Quarter 1:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on the revising of CPD’s Building Committee Policy.</li> <li>• Provide an update on progress with Fleet and Facilities Management (2FM) to develop facility analysis and improvement plan, including 2025 timeline.</li> </ul> <p><b>Quarter 2:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on the revising of CPD's Building Committee Policy.</li> <li>• Provide an update on progress with 2FM to complete facility improvement plan.</li> </ul> <p><b>Quarter 3:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on the revising of CPD's Building Committee Policy.</li> <li>• Provide an update on progress with 2FM to complete facility improvement plan.</li> <li>• Invite the Commission to attend a Building Committee Meeting.</li> </ul> <p><b>Quarter 4:</b></p> <ul style="list-style-type: none"> <li>• Provide an update on the work of the Building Committee.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provide an update on the execution and timeliness of the facilities plan and forecast for possible 2026 facility improvements</li> </ul>
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<p><b>Evaluation:</b></p>	<p>The Commission will use the following criteria to evaluate the 2025 goals:</p> <p><b>Objective 1: Early Intervention System</b></p> <ol style="list-style-type: none"> <li>1. Updates on EIS system implementation and adherence to timeline.</li> <li>2. Revised EIS policy with community input incorporated during policy development. This policy will be consistent with consent decree requirements and include supervisors’ EIS review requirements, system evaluation, and accountability plans. This policy will include how members are identified by EIS.</li> <li>3. Evidence of meaningful community input during policy development stage.</li> <li>4. Evidence of data system capacity including evidence of Benchmark’s completion of the data system and demonstration of use.</li> <li>5. Submit policy for review by the IMT/OAG by December 31, 2025.</li> <li>6. Maintain preliminary compliance on ¶¶583-602.</li> <li>7. Plan for program launch in 2026 including training and system launch. Program launch plan to include plan and timeline to increase Consent Decree compliance on ¶¶583-602.</li> </ol> <p><b>Objective 2: Facilities Improvements</b></p> <ol style="list-style-type: none"> <li>1. Complete and updated Building Committee Policy.</li> <li>2. Assessment of completed recommended improvements and necessary upgrades that were completed in 2025 compared to the initial analysis of necessary upgrades and improvements.</li> <li>3. Evaluation of progress and adherence to the established facilities improvements timeline for CPD and 2FM.</li> </ol>
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<b>Goal 6: Victim Services</b>	<b>Ensure that the department supports every victim of crime, including referrals to other city agencies where appropriate.</b>
<b>Background</b>	<p>In 2024, the Department hired and trained nine additional members for the victim services unit. In 2025, the Department will continue this progress by developing policies and more robust procedures to ensure that all victims feel supported.</p>
<b>Timeline and Deliverables:</b>	<p><b>Objective:</b> Define, deliver, and assess quality and timely communications and support to crime victims using the 2024 victim services assessment conducted to establish expectations for crime victim communication and support.</p> <p>CPD is effectively coordinating with other city departments and other service providers.</p> <p><b>Quarter 1</b></p> <ul style="list-style-type: none"> <li>• Define the Victim Services Unit’s communications and support expectations for crime victims.</li> <li>• Provide a timeline for the development and roll out of the victim services tracking system.</li> <li>• Develop an assessment plan for the Victim Services Unit, including referrals, outreach efforts, and the number of community members served and other relevant information about services.</li> </ul> <p><b>Quarter 2</b></p> <ul style="list-style-type: none"> <li>• Provide updates on the progress of the Victim Services employee hiring.</li> <li>• Provide an update on the victim services tracking system.</li> <li>• Begin revising S02-01-03 Crime Victim and Witness Assistance policy.</li> </ul>

	<p><b>Quarter 3</b></p> <ul style="list-style-type: none"> <li>• Training and implementation of the victim services tracking system.</li> <li>• Provide Commission with an update on S02-01-03 revisions.</li> <li>• Submit S02-01-03 for policy review and comment process with the IMT and OAG as outlined by Paragraph 627 of the consent decree.</li> </ul> <p><b>Quarter 4</b></p> <ul style="list-style-type: none"> <li>• Training and implementation of the victim services tracking system.</li> <li>• Provide update on S02-01-03 Crime Victim Assistance Policy revisions.</li> <li>• End of year assessment of the Victim Services Unit, including a summary of referrals, outreach efforts, programs advertised, and the number of community members served and other relevant information about services.</li> </ul>
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<p><b>Evaluation</b></p>	<p>The Commission will use the following criteria to evaluate the 2025 goals:</p> <ol style="list-style-type: none"> <li>1. Submission of S02-01-03 Crime Victim Assistance Policy for policy review and comment process with the IMT and OAG as outlined in ¶627 of the Consent Decree.</li> <li>2. Evidence of adherence to the established timeline.</li> <li>3. Evidence of defining, establishing, and assessing CPD’s quality and timely communications and support to crime victims.</li> <li>4. Evidence of implementation and training on victim services tracking system.</li> <li>5. Evidence of actively coordinating with other city departments and other service providers in providing crime victim services, when safe and feasible to do so.</li> </ol>
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