

19th

POLICE DISTRICT COUNCIL

**Maurilio Garcia
Jenny Schaffer
Sam Schoenburg**

**Monthly Meeting - Saturday, June 28th
Third Space**



19TH DISTRICT COUNCIL

COMMUNITY COMMISSION FOR PUBLIC SAFETY AND ACCOUNTABILITY



Agenda

- Roll Call & Quorum Determination
- Moment of Silence
- Votes
- Public Announcements & Comment
- District Council Member Updates
- Discussion:
 - **Workforce Allocation Study**
Community Engagement
- Reminders & Calls to Action
- Announcement of Next Meeting(s)

Moment of Silence for Fallen Officer Krystal Rivera

Votes

Votes

- No Votes

Public Announcements



Welcoming Community Groups

- If you are a part of a community group in the 19th District, please let us know:
 - Who you are, your position within the group
 - About any events coming up
 - How can neighbors reach you



Public Comment

Public Comment - Rules & Follow Up

Rules of Engagement

- 2 min/speaker = ~10 speakers (typically 20 minutes total)
- Request to make public comment must be submitted within 30-minutes of start of meeting
- Order of speakers randomly selected
- No disruption of speakers
- No harassment or disrespect will be tolerated (zero tolerance policy)

Follow Up

- District Councilors and staff will take official minutes of public comments made
- District Councilors may address comments in real time or may follow up with community member at a later time

2-Minutes per Speaker



District Council Member Updates

Immigration and Human Rights



Uptown + Edgewater Know Your Rights Canvasses

Sunday 6/29 | 2:30–5:30 pm
Thursday 7/17 | 10 am–12 pm
Sunday 7/27 | 1–4 pm
Sunday 8/10 | 1–4 pm

Join the Uptown/Edgewater Rapid Response Team for Know Your Rights canvassing this summer to protect our community from ICE!

We'll gather for a quick training to make sure everyone feels prepared before we get started.

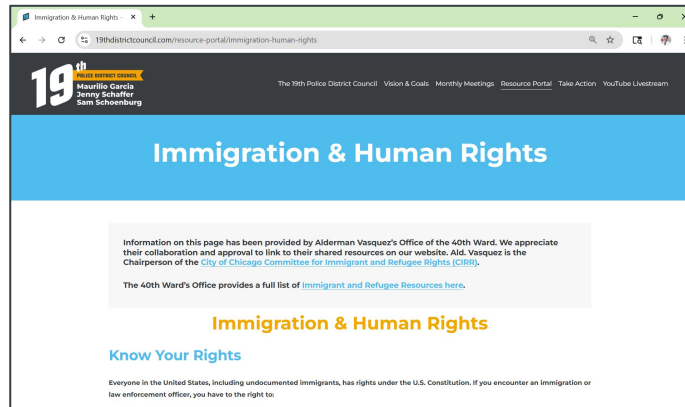
Register for the address

bit.ly/UptownKYR



Attend City Council
Committee of Immigrant and
Refugee Rights Meeting

July 1st; 10:00 at City Hall

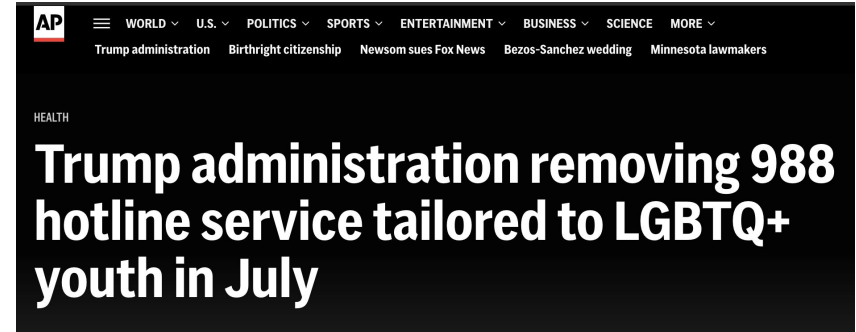


Know Your Rights Canvasses

Check Our Website for
Resources

Protecting LGBTQ+ Youth

- Trump administration announced that it was ending support for LGBTQ+ youth on 988 suicide prevention and crisis hotline
- LGBTQ+ youth are more than four times as likely than their peers to attempt suicide
- **Help will remain available.** The Trevor Project hotline open 24/7 at 1-866-488-7386, chat at [TheTrevorProject.org/Get-Help](https://www.thetrevorproject.org/Get-Help), or texting START to 678678



Alternative Response Conference

Jenny and Sam attend Advancing the Field of Alternative Response: 2025 Convening at NYU.

Community-driven alternative response programs are saving lives, building trust, and strengthening public safety.



A Chicago contingent met up to plant the seeds of our own Chicago-based alternative response convening.



Parking Enforcement Efficiency Plan

Take one minute to fill out our
VERY brief survey.



Community Partnership Plan: Monthly Update



Summary of Progress



[Link to
CPP Found
here](#)

	Last Month	This Month	Delta
In Progress	14	14	0
Ongoing	5	5	0
Completed	22	22	0
Total In Progress/ Ongoing/ Completed	41	41	0
Total Goals	50	50	0
	% In Progress/ Ongoing/ Completed	82%	

We've Been Focusing on Goals Related to Alternative Response Model

9	Work with CPD and OEMC to identify which 9-1-1 calls for service actually require CPD response, and which could be handled by alternative response
9.1	Work with OEMC, CPD, Thresholds, and any other relevant parties to identify if diverting appropriate 911 calls to Thresholds is a workable solution
9.2	Meet with OEMC to identify opportunities & barriers to implement an Alternative Response Model
13.1	Submit CCPSA Policy Proposal to Elevate Alternative Response Models City-wide
13.2	Lobby DCs to Help Pass CCPSA Policy Proposal Elevating Alternative Response

Workforce Allocation Study

Community Engagement

CPD Workforce Allocation Study Objectives

1. Address the **Consent Decree** and other requirements
2. Achieve the principles of **unity of command and span of control**
3. Account for **demand factors** such as population, crime rate, calls for service, consistent responses across districts, and other officer time on/off radio
4. Solve for insuring the same team of officers work the **same geographic location on a consistent basis**
5. **Incorporate other assumptions based on the Department's community policing strategy**
6. Conduct an **examination of total resources** to determine where resources are needed
7. Identify where **adding civilians** could aid in efficiency





Today's
Focus

Project Phases



1. Foundation: Project Planning and Interviews

January 2025 - March 2025



2. Current State Assessment: CPD Staffing Profile and Analysis Framework

January 2025 - March 2025



3. Staffing Allocation Model Development

May 2025 - October 2025



4. Staffing Analysis: Patrol and Non Patrol

April 2025 - August 2025



5. Design Implementation Plan

October 2025 - December 2025



6. Final Report and Presentations

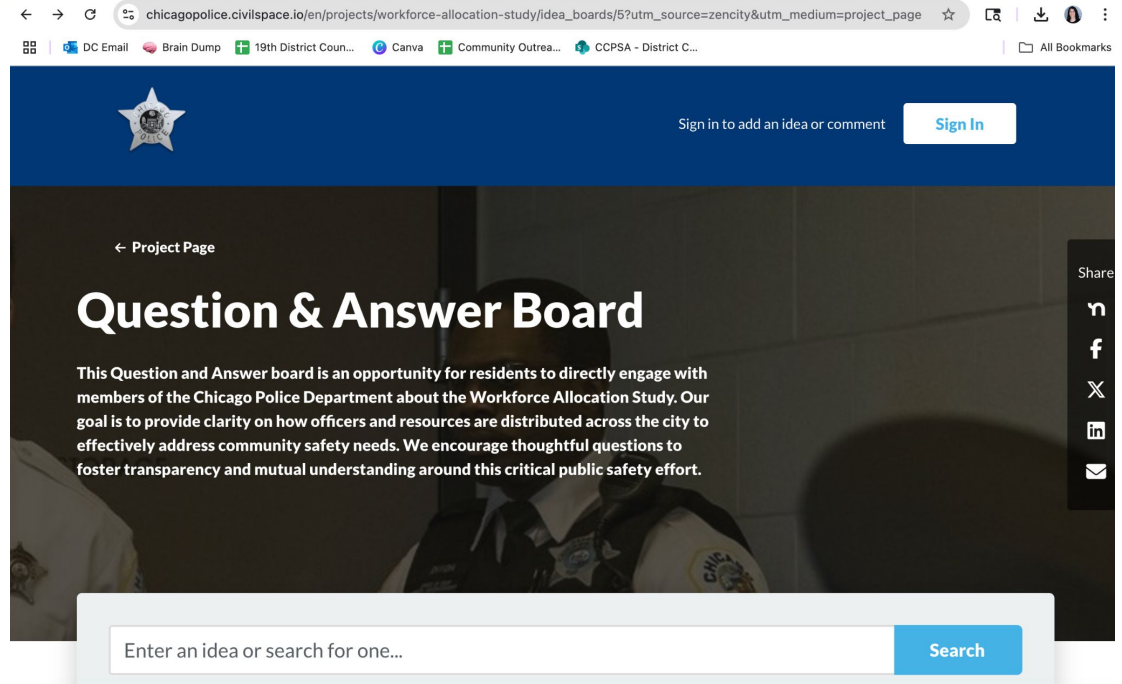
December 2025 - January 2026

Update to City Council (June 2, 2025)

- Matrix submitted a full draft of the **Organizational Profile**. The profile details:
 - Current staffing levels
 - Organizational structure
 - Service environment
 - Existing staffing allocation strategies
- Anticipated release in Q3 2025
- Drafting the **Interim Framework Report**. The report will include:
 - **Assumptions about workload** – How much work is expected for different roles or units
 - **Unit-specific staffing strategies** – How staffing might differ between units (e.g., patrol, detectives, administrative)
 - **Performance targets** – What “success” or adequate staffing should look like (e.g., response times, case closure rates).

Questions?

Click Here



<https://chicagopolice.civilspace.io/en/projects/workforce-allocation-study>

Background: Community-Focused Policing Project & Workforce Allocation Study

May-June 2025

CHICAGO POLICE DEPARTMENT





Last year, Superintendent Snelling launched an effort to integrate community policing department-wide

Current challenges

1. Lack of a **cohesive vision and philosophy** for community policing + overreliance on **individual programs**
2. **Unclear definition** of what community policing means / looks like as part of the **day-to-day work** of every CPD member (particularly patrol officers, detectives)



Goal

Operationalize community policing as a way of work among all members of the Department, in alignment with:

- Consent decree
- Community Commission for Public Safety & Accountability (CCPSA) goals
- New CPD strategic plan

Over the past 9 months, CPD has gathered feedback and insight from several stakeholder groups

1

Community

750+ community members engaged via **29** sessions

14 community areas **11** CPD districts

via **8** community-based organizations



Interviews and focus groups with **community representatives...**

15 DAC chairs

2 CCPSA

9 CPAP members

Commissioners

4 Coalition
CBO members

15 District
Councilors



CHICAGO POLICE DEPARTMENT
★ ★ ★ ★

2

CPD Members

142 sworn & civilian member perspectives gathered through interviews and focus groups

5 Bureaus (Counterterrorism, Detectives, Internal Affairs, Patrol, OCPR)

By rank



Note: CBOs and 21CP are funded via philanthropic partners

3

National Leading Practices

17 metro police departments including

Los Angeles, New York, Houston, Philadelphia, Seattle



Matthew Barge

Ganesha Martin

Kathleen O'Toole

Charles Ramsey



CBO-led community engagement

This community engagement initiative engaged over **750 Chicago residents** through in-person and virtual community feedback sessions and electronic surveys.

We wanted to know what Chicagoans needed to feel **safe, welcomed, and have their needs met.**

Chicago residents said they want to see policing practices that include:

- **Proactive**, visible, timely, and efficient engagement by law enforcement in communities.
- Building **relationships** with community members that are **free from bias** and stereotyping.
- Being engaged with care, **empathy**, and the appropriate mix of service professionals when there are calls for help.

Community representatives engagement

Community Commission for Public Safety & Accountability Commissioners, District Councilors, District Advisory Council Chairs, Community Policing Advisory Panel (CPAP), and Consent Decree Coalition Member Organizations

	More...	Less...
Law-enforcement	<ul style="list-style-type: none">• Right response at the right time• De-escalation of heightened situations• Internal and external community resource sharing	<ul style="list-style-type: none">• Non-enforcement work• Use of force
Relationship-building	<ul style="list-style-type: none">• Proactive engagement outside of crises• Beat integrity / long term assignments• Visibility and approachability (bike / foot patrols; officers are off their phones)• Treating all community members with respect• Connection to CPD leadership• Meaningful CPD-hosted engagements that are well-attended by CPD and community	<ul style="list-style-type: none">• Adversarial approaches (e.g., threatening body language and tone)
Performance management	<ul style="list-style-type: none">• Meaningful metrics + transparency• Case follow-up + feedback loops	<ul style="list-style-type: none">• Fragmented strategy• Duplicative community input streams

Opportunities for CPD

- Share public, user-friendly, and up-to-date data, especially about use of force, people in crisis, and people with disabilities
- Provide officer wellness support and training, especially de-escalation and trauma-informed practices
- Offer community organizing training for community leaders
- Develop a collaborative, comprehensive resource guide of internal and external resources

CPD member engagement



Strengths

Most members **receptive to and appreciate the value of community policing** as a department-wide way of work and describe it as **demonstrating respect/professionalism, engaging and solving problems facing residents**

*"Community policing starts with every officer, not just a unit."
- Commander*

Many members feel that **best practices for community policing exist within department** already, they are just not consistently defined or applied

*"Officers are doing community policing everyday – we don't call it that, but we are."
- Sergeant*



Challenges

- Staffing struggles
- Lack of beat integrity
- Every district is different, no one size fits all
- Officer wellness
- Fear of doing something wrong
- Importance of soft skills (e.g. communication)
- Lack common understanding of roles related to community policing
- Disconnect with HQ
- Desire for positive reinforcement / recognition
- Need for buy-in and direction from district leadership
- Public expectation to do everything



National experts (21CP Solutions) identified three foundational components for successful community-focused policing implementation

1. Establish geographic integrity

Officers must build geographic integrity by consistently working in the same neighborhoods during the same shifts to build trust by increasing their familiarity with the local community and local issues.

2. Develop collaborative solutions to address the root cause

CPD must shift from simply responding to calls to actively implementing multidisciplinary problem-solving strategies to address the root causes of crime and disorder.

3. Leverage leadership buy-in and dedicate capacity

Buy-in of senior leadership, supported by a dedicated implementation team, is necessary and essential for managing and executing this cultural and systemic overhaul within the department.

Other practical implementation recommendations include:

- Establish community policing must be established as an express, defined overall operational philosophy.
- Police agencies must articulate specific, granular performance expectations for personnel across all ranks and roles on community policing responsibilities and provide training on such expectations.
- Many departments benefit from having some centralized, department-wide coordination or administration of community policing performance data and metrics.

Across community members, community representatives, CPD members and national leading practices, key themes were consistent

What is the work of community policing?



Expressly define community policing as the **entire Department's way of work**, not a standalone program



Cultivate interpersonal relationships between police and community members through consistent **geographic presence** so that they can work together when problems arise



Direct officers use of unstructured time and engagements to be focused on **solving problems with community to advance community safety and wellbeing**



Engage community in meaningful **feedback loops**

How should the work of community policing be done?



Respond to calls for service with the **right response at the right time**



Ensure police are visible and approachable (bike / foot patrol; off phones; out of cars)



Proactively engage community in non-emergency settings to build relationships and a foundation of trust



Leverage district and City resources through collaborative, multidisciplinary systems

How do you set members and community up for success?



Buy-in is authentic and permeates all ranks and roles; **leadership models the approach** to members and community



Provide comprehensive and clear **policy and procedures** around community engagement and proactive problem-solving



Invest in **member wellness and training resources**



Implement empirical and accessible **performance management strategy** internally and externally

Based on feedback from community, CPD members and national practices, CPD is proposing three foundational elements of community-focused policing

Heartset



We are part of the communities we serve.

Mindset



Reliability · Empathy · Service · Professionalism · Empowerment · Communication · Time

Skillset



Every Chicago Police Department member works in partnership with community to build trusting relationships by collaboratively identifying and resolving safety-related concerns and problems

LISTEN

to your community

I am connected to the people in my community and I know the assets and resources available.
I understand what my community sees as their biggest challenges and highest priorities.

DEVELOP SOLUTIONS

with your community

I use my knowledge of the community and relationships with its people to collaboratively create solutions to the most pervasive problems.

FOLLOW THROUGH

in your community

I consistently and reliably follow up to make sure that people feel heard.



This effort to advance community-focused policing will inform the Workforce Allocation Study

Advancing Community-Focused Policing

How CPD builds relationships, trust, and long-term safety in neighborhoods.

- *Define what the work is (like problem solving, relationship building)*
- *Determine who will do the work, both internally at CPD and in collaboration with external partners*
- *Design how the Department will implement changes via supporting systems (like data tracking, metrics)*
- *Develop implementation plans, consistent with consent decree*

Workforce Allocation Study

How CPD assigns officers across the city to meet community needs.

These efforts are connected. The department's efforts to advance community-focused policing *inform* the workforce allocation study, based on questions like:

- *What does successful community-focused policing look like?*
- *What should officers focus on when not answering 911 calls?*
- *Where should officers be most visible – and why?*

Feedback will shape both **officer deployment** and **how they engage** with community.

Community Engagement Session

Context About Today's Community Engagement Session

What it is:

A chance for the community to **share feedback** on what **community-focused policing** should look like – to help **shape CPD-wide strategy including how officers spend their time** when not responding to 911 calls.

Lessons will be used to inform the Workforce Allocation Study.

What it's not:

This is **not feedback that will shape the core questions of the Workforce Allocation Study** – those have been determined by Matrix, CPD, the City and the funders.

We pushed for District Councils to be a part of early planning but were not given that opportunity.

Timeline

June: Engagement sessions held by each body (at their discretion)

June 27, 2025: Deadline for Online Survey

July 7, 2025: Deadline for submission of notes from engagement sessions

Fall 2025: Synthesized feedback

Question for Community

7a. For most officers in the Department, their primary responsibility is responding to 911 calls for service in their assigned district; however, in prior engagement, we heard that there are proactive engagement activities community members would like to see from officers. To further inform how CPD addresses this feedback: **What activities should officers *prioritize* when NOT responding to 911 calls?**

Rank your top 3	Activity
	Walking or biking around community/beat (“park and talk”)
	Driving around community/beat
	1:1 conversation in the community with residents, local businesses, faith-based and community-based organizations
	Hosting CPD-led community events
	Attending community events
	Reviewing case reports and following up with people
	Other (write in a response)

Question for Community

8a. For most officers in the Department, their primary responsibility is responding to 911 calls for service in their assigned district; however, in prior engagement, we heard that community members would like to see officers more visible in their communities. To further inform how CPD addresses this feedback: **What types of locations in your community would you prioritize for CPD to visibly patrol (not related to enforcement) when not responding to 911 calls for service?**

Rank your top 3	Activity
	Walking or biking around community/beat (“park and talk”)
	Driving around community/beat
	1:1 conversation in the community with residents, local businesses, faith-based and community-based organizations
	Hosting CPD-led community events
	Attending community events
	Reviewing case reports and following up with people
	Other (write in a response)

Question for Community

In the past, we heard that community members want increased communication channels and feedback loops with CPD. To further inform how CPD addresses this feedback: **How do you want to partner with your local CPD district to shape district priorities?**

Question for Community

In the past, we heard that community members want to build relationships with officers in their communities. To further inform how CPD addresses this feedback:

What information should officers know about your community to engage productively with community members?

Reminders & Calls to Action

19th

POLICE DISTRICT COUNCIL

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Coffee with a Councilor

19th District Council – Office Hours

Office Hours

The 19th District Council wants to talk with you about building a policing and public safety system that is more holistic, effective, data-driven, and responsive to our community's needs! We want to hear your ideas and share more about the work we are doing to improve public safety in the community. If you cannot make this event, we still want to hear from you. Please reach out to us and we will find a mutually agreed upon time and place to meet.

Thursday July 10
9:00 am - 10:30 am
Botanical Cafe
3740 N. Lincoln

Sign Up For Our Newsletters, Contact Us, Get Involved



www.19thDistrictCouncil.com
19thDistrictCouncil@gmail.com



Thank you to our hosts!

Next Meeting:

19th

POLICE DISTRICT COUNCIL

**Maurilio Garcia
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Sam Schoenburg**

**Wednesday, July 23rd @ 6:30 p.m.
Alcott Elementary School
2625 N. Orchard**

Adjourn - Thank you!
