

19th

POLICE DISTRICT COUNCIL

**Maurilio Garcia
Jenny Schaffer
Sam Schoenburg**

**Monthly Meeting - November 28, 2023, 6:30pm
Sulzer Library**



1. Roll Call & Quorum

Agenda

1. Roll Call & Quorum Determination
2. District Council Member Updates
3. Discussion:
 - a. CPD Workforce Allocation Study
 - b. CCPSA Commissioner Isaac Troncoso
4. Public Comment
5. Reminders & Calls to Action

2. District Council Member Updates

Key Updates - Migrant Situation

- City is working to decompress all stations. Several are fully decompressed, 19 still has individuals staying there.
- We need to open more beds for singles. Call your alderman to make that request!
- The State and County are beginning to offer some assistance at the Landing Zone and with certain shelters.
- ASERAP (rental assistance program) is no longer available for arriving migrants, no expedited way to get legal work permit, and they are expected to leave shelter within 60 days of arrival. This feels unsustainable.



19th District Migrant Support

Key Updates - Incidents

- Commander Jessani:
 - More police presence being sent to Lincoln Sq & North Center
- 019RBTinfo@chicagopolice.org
 - Email with any info or tips
 - There may not always be a response to emails, but they will be received by our R/B Team

Victim Counts and Comparison in 19th District, Jan 1 through Nov 25

This chart compares the number of victimizations in the selected period to the prior year for different types of crime.

	2022	2023	% Change
Homicide Victimizations	11	4	-63.6%
Fatal Shooting Victimizations	8	2	-75.0%
Non-Shooting Homicide Victimizations	3	2	-33.3%
All Shooting Victimizations	35	25	-28.6%
Fatal Shooting Victimizations	8	2	-75.0%
Non-Fatal Shooting Victimizations	27	23	-14.8%
Criminal Sexual Assault Victimizations	107	98	-8.4%
Robbery Victimizations	353	381	+7.9%
Vehicle Hijacking Victimizations	54	54	0.0%
Aggravated Battery Victimizations	148	190	+28.4%
Aggravated Assault Victimizations	195	210	+7.7%
Human Trafficking Victimizations	0	0	
All Violent Crime Victimizations	895	959	+7.2%
Multi-Victim Shooting Incidents	5	3	-40.0%

Violence Reduction Dashboard:

<https://www.chicago.gov/city/en/sites/vrd/home.html>

6-Month Check-In with Commander Jessani

- Sam, Jenny, and Maurilio all met with Commander Jessani, Captain Forbes, and Sergeant Slater to discuss health and progress of DC <-> 019 CPD partnership
 - Excellent relationship with new Superintendent Snelling
 - Ride Alongs and Roll Calls being scheduled for all 3 DCs
- Reaffirmed commitment to aligned goals:
 - Expansion of mental health services and resources to offload CPD burden (e.g. CARE)
 - Alternative solutions meant to address homelessness and alleviate CPD resource strain
 - Reimagination of CPD roles and responsibilities within our public safety system
 - Benefits for 019 via a CPD Workforce Allocation Study
- Discussed tentative strategic pilot programs being explored within department:
 - Neighborhood Walking Program for Patrol Officers
 - Consistency in Casework for Detectives

Meeting between Mayor and District Councilors

- Mayor Johnson met with Police District Councilors on Nov. 9, 2023 at City Hall.
- The Mayor and Deputy Mayor for Community Safety answered District Councilors' questions and made commitments on intergovernmental cooperation and public safety initiatives.



District Councils Quarterly Meeting

- District Councilors from throughout Chicago held our first quarterly meeting on Nov. 5, 2023.
- Over 5 hours, Councilors discussed public safety, police accountability and transparency, and resources for our new positions.
- Next, District Councilors will meet to outline goals for the Community Commission for Public Safety and Accountability (CCPSA).



CCPSA Nominating Committee



- The Nominating Committee for the Community Commission for Public Safety and Accountability met on November 18, 2023.
- The Committee established a calendar for reviewing applications, interviewing candidates, and submitting nominations to Mayor Johnson.
- **CCPSA applications will be open January 8 through February 7, 2024.**

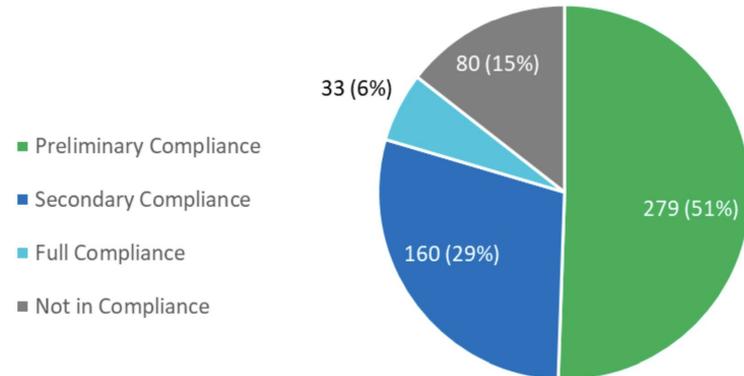
Independent Monitor Report #8 on Consent Decree Compliance

“This is not about choosing between police reform and keeping people safe. It is only by reforming the way we police that we can keep people safe.”

- Deborah Witzburg, Chicago Inspector General

We need more integration between the Office of Constitutional Policing and Reform and other departments within CPD’s Operations (i.e., the Office of the First Deputy Superintendent, which includes the Bureau of Patrol and the Bureau of Counter-terrorism)

Consent Decree Compliance by June 30, 2023



Key Updates - Constituent Engagement

- City Leaders
- Community Groups
- CCPSA
- District Council Liaisons
- Individual Inquiries
- 1:1 Meetings



19th District Council addresses the Ravenswood Neighbors Association, Nov. 11, 2023.



19thDistrictCouncil.com



19thDistrictCouncil@gmail.com

3. Discussions

What is a CPD Workforce Allocation (WFA) Study?

What is a CPD Workforce Allocation Study?

An in-depth, data-driven analysis of the Chicago Police Department's complete workforce, including sworn officers and non-sworn positions. This analysis could examine an array of factors, including but not limited to:

- **where and when sworn officers are deployed (e.g. area, district, mission teams, beat)**
- **what types of calls for service officers are addressing**
- **how much time officers spend answering calls for service**
- **the extent of responsibilities and tasks currently expected of them**

It would also similarly examine the above (where applicable) for non-sworn positions within the force.

Relevant CPD Workforce Allocation Study History

- CPD commissioned two partially completed workforce allocation studies (neither results were released to the public):
 - In 2016 by an independent consultant
 - In 2019 by University of Chicago's Crime Lab
- In 2019, by Federal Consent Decree, CPD was ordered to develop a staffing model that considers "data-driven resource allocation methods incorporating district-specific factors including, but not limited to, calls for service, public violence, and property crime"

Relevant Workforce Allocation Study References

- Studies are standard for police departments and have been completed by other major cities such as San Francisco and Houston
- Staffing models are used to adjust personnel at various intervals throughout the year in cities including Los Angeles and New York City
 - Of note: LA is a good comparison city to Chicago due to its size, and compliance with a consent decree

A WFA Study is meant to provide answers to help make policing more effective

- This is something we can accomplish in the near term to allow us to more effectively utilize the resources we have available to us
- It should be ongoing and dynamic, with the capability to provide data as situations within the Department evolve
- The results must be released to the public

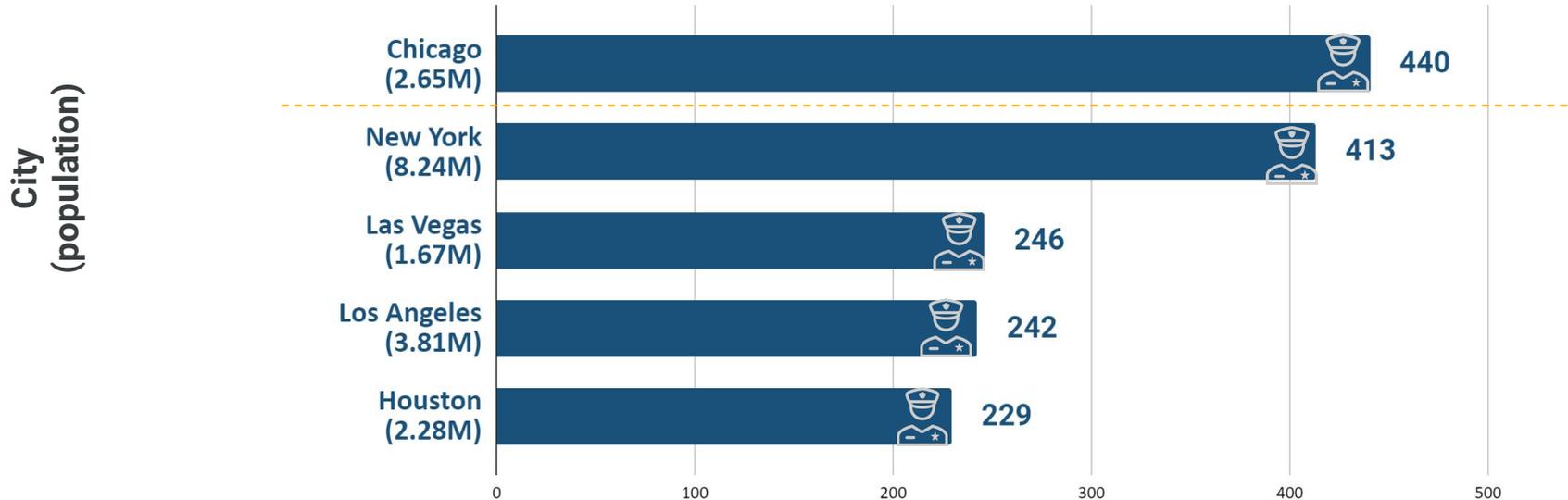
Notable Entities In Favor of a CPD WFA Study

- Alderman Matt Martin's Office of the 47th Ward
- Community Commission for Public Safety and Accountability (CCPSA)
- Federal Consent Decree
- Chicago Inspector General
- Independent Monitoring Team
- The Civic Federation
- 19th Police District Council :)

Why do we need a CPD Workforce Allocation Study?

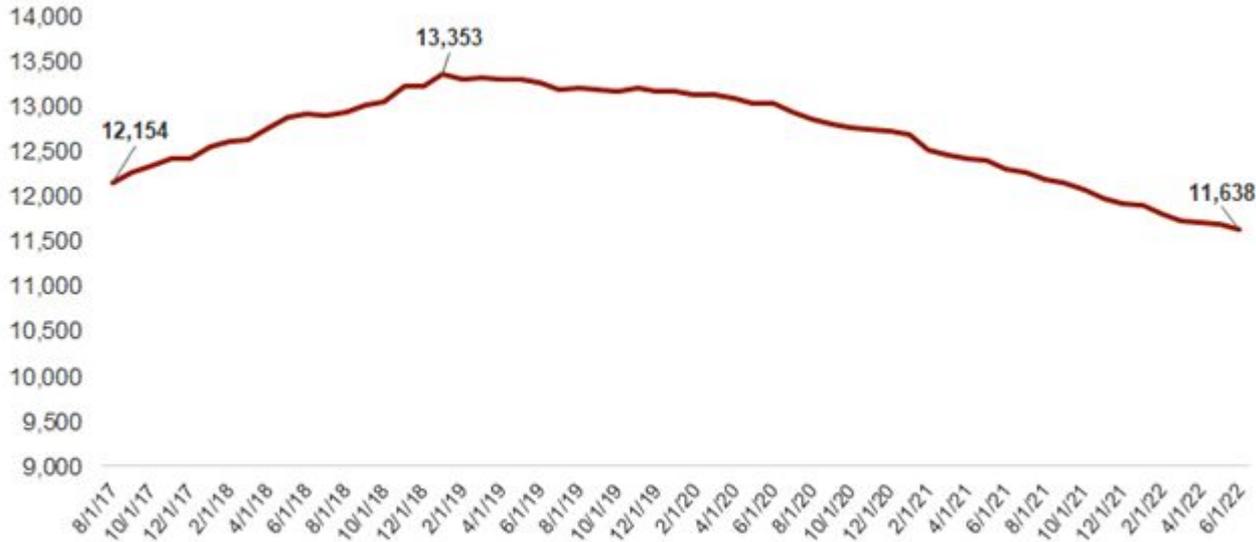
Chicago has highest number of sworn officers per capita compared to other major US cities

Number of Sworn Officers per 100k Residents - Top 5 Most Populous US Cities



We are nearing levels of sworn officers observed in 2017

Active Sworn Chicago Police Department Members:
August 1, 2017 - June 1, 2022



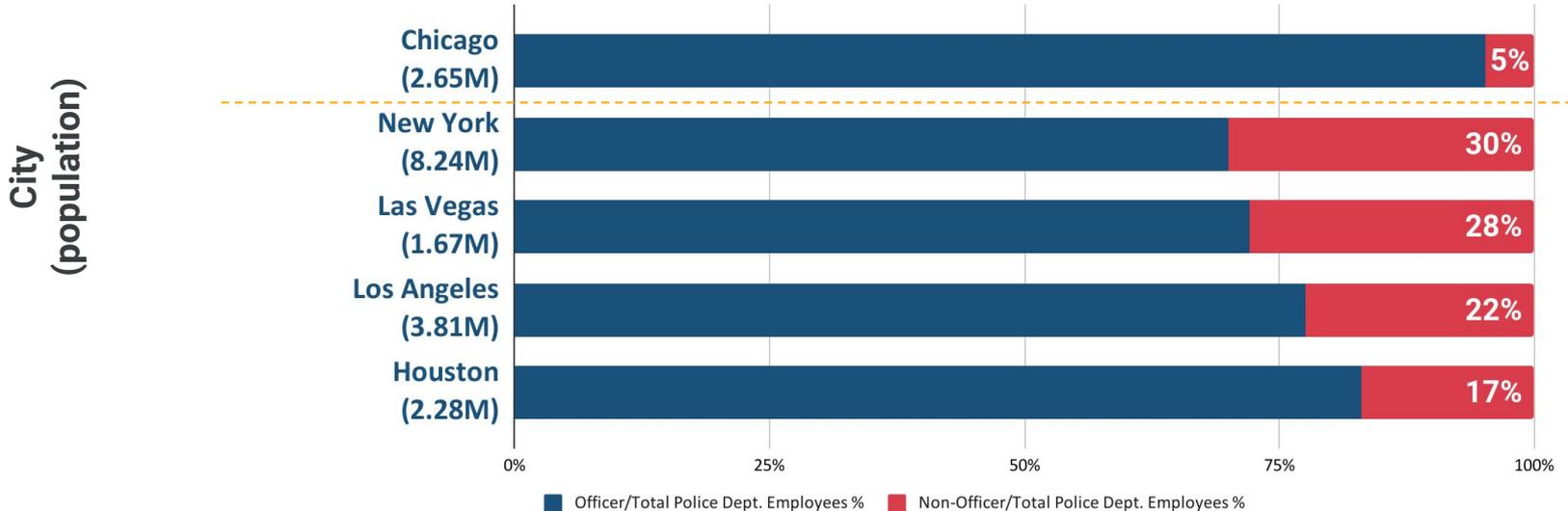
Number of
officers today:

11,722

Source: Office of the Chicago Inspector General, Public Safety Data Dashboards: Sworn CPD Members by Unit and Month, available at <https://informationportal.igchicago.org/cpd-sworn-officer-unit-assignments-over-time/>.

Proportionally, Chicago has far fewer non-officers working within the department

Non-Officer Employees within Police Department - Top 5 Most Populous US Cities



Our current approach leads to an inequitable distribution of patrol officers



COMMUNITY COMMISSION FOR PUBLIC
SAFETY AND ACCOUNTABILITY
ANNUAL REPORT ON THE PROPOSED
CHICAGO POLICE DEPARTMENT BUDGET
November 13, 2023

Community Commission for Public Safety
and Accountability

Anthony Driver, Jr.
President
Oswaldo Gomez
Vice President

Beth Brown
Yvette Loizon
Cliff Nellis
Remel Terry
Isaac Troncoso
Commissioners

“Having a data-driven strategy for resource allocation is especially important for the Bureau of Patrol. . . . Publicly available data suggests that patrol officers are not allocated equitably or effectively across police districts. A recent report from the Chicago Office of Inspector General found that much of the data necessary to fully analyze and understand response times are missing. Available data suggests that patrol officers are assigned to districts in ways that lead to significantly slower police response times in some neighborhoods, especially in predominantly Black neighborhoods which may put residents at greater risk of being injured or killed.”

The CCPSA's #1 recommendation is for a CPD Workforce Allocation Study



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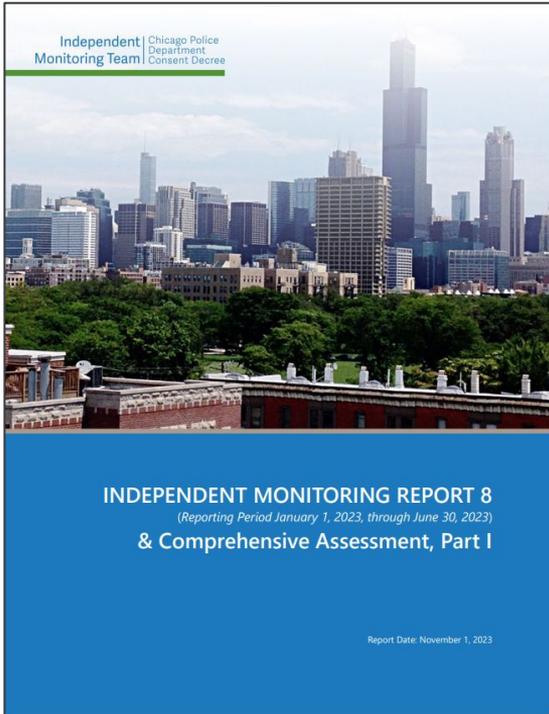
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Recommendations

1. CPD should include in its 2024 goals completing and implementing a high-quality, comprehensive workforce allocation study and developing a data-driven strategy for workforce allocation.

The Consent Decree Independent Monitor highlights a need for Staffing Study



“[T]he CPD has yet to implement a comprehensive, consistent, and transparent community policing strategy. And while the City of Chicago and the CPD have made efforts to address recruitment and retention challenges, **the CPD continues to allocate personnel and prioritize resources without a transparent and data-driven staffing study.**”

Chicago has lost ground in community policing initiatives required by the Consent Decree

Independent Monitoring Team | Chicago Police Department Consent Decree

“The Office of Community Policing has experienced significant reductions in its number of staff over the last several years and those who remain are often pulled away to cover other assignments. The result of these actions is missed deadlines; inadequate outreach efforts; failures to identify, develop, and expand meaningful partnerships with community stakeholders and community-based organizations; and delays in developing and implementing policies and programs to fundamentally change the way the CPD members interact with youth.”

Paragraph	Seventh Reporting Period (July 1, 2022 – December 31, 2022)		Eighth Reporting Period (January 1, 2023 – June 30, 2023)	
	Previous Compliance		Current Compliance	
¶13	Secondary	→	Preliminary	
¶14	Secondary	→	Preliminary	
¶28	Secondary	→	Preliminary	
¶41	Secondary	→	Preliminary	

Our Crisis Intervention Unit is understaffed

Crisis Intervention

Independent
Monitoring Team | Chicago Police
Department
Consent Decree

Crisis Intervention Unit Staffing over Several Reporting Periods

Reporting Period	Commander	Lieutenants	Sergeants	Officers	Community Outreach Coordinator	Data Analyst	Totals
IMR-4	1	1	7	46	1	0	56
IMR-5	0	1	7	39	1	0	48
IMR-6	0	1	7	38	0	1	47
IMR-7	0	1	4	24	0	1	30
IMR-8	0	1	5	22	0	1	29

- Programs are not implemented with full integrity because of staffing issues. Officers report they are not available for follow up outreach and appear exhausted and demoralized.
- CIT Training Officers are down from 13 officers and 3 sergeants in April 2020 to 6 officers and 2 sergeants now
- 95% of all CPD officers have completed an 8 hour CIT course. Goal is for 100% of officers to complete 40 hour Basic CIT training.

The Consent Decree requires consistent supervision to encourage more effective policing

Independent
Monitoring Team | Chicago Police
Department
Consent Decree

Supervision

- Unity of Command - Same supervisors must be overseeing the same group of officers
- Span of Control - Refers to the number of officers one sergeant can supervise
- The Consent Decree states we need to maintain a ratio of 10 officers to every 1 supervisor and these pods must remain consistent.
- This is being piloted with increasing success in the 6th District and we need to continue to build on that and then replicate it across all 22 Districts.

Indpt. Monitor: Officer Wellness Continues to Suffer

Officer Wellness and Support

Independent
Monitoring Team | Chicago Police
Department
Consent Decree

The Department is making progress on this goal but is not keeping adequate data to determine if it has ample staff to efficiently and effectively manage the work it has been tasked to do. Clinicians are reporting increased caseloads. We need hiring decisions to be data driven and data informed to ensure lack of burn out and effectiveness of services.

“The City’s and the CPD’s obligation to its members cannot be met without remedying the aforementioned issues related to data collection and analysis, staffing, and internal communications”

There is a wide discrepancy in 911 response across the city



“Too often, officers aren’t available when and where they’re most urgently needed. This inequitable distribution has real consequences, as we can see in our own home city of Chicago. In some areas of the city, residents receive rapid responses to both emergency and non-emergency 911 calls; **in other areas, there are no officers available to respond for hours to 911 calls,** sometimes even for violent incidents like robberies or shootings. These **discrepancies also undermine officer morale as some officers are consistently overworked while others are underutilized.**”

Data suggests that our officers are not deployed when shootings occur



Analysis suggests Chicago police deployment doesn't match up with when most shootings take place

By Annie Sweeney
Chicago Tribune • Published: Aug 15, 2022 at 5:00 am

Among the conclusions that were not redacted was that 14% of shootings are happening between midnight and 5 a.m. on Saturdays and Sundays in the city's least safe areas, but just 3.8% of the work hours of Chicago police tactical teams were logged there during that same 10-hour period.

Our City Leaders agree that we need a CPD Workforce Allocation Study



Mayor Johnson's Deputy Mayor for Community Safety, Garien Gatewood, in a meeting with District Councilors throughout Chicago, **committed to conducting a CPD workforce allocation study within the next two years and releasing the results publicly.**



47th Ward Ald. Matt Martin has introduced an Order for a CPD Workforce Allocation Study

ORDER

Committee on Police & Fire
Chicago City Council
November 1, 2023

WHEREAS, the City of Chicago has a duty to ensure all residents feel and are safe and secure in their homes, workplaces, schools, and communities; and

WHEREAS, Chicago Police Department (Department) response times for 911 calls vary across the Department's 22 police districts; and

WHEREAS, in 2022, the Department released response-time data in response to a federal civil rights lawsuit. The data shows that response times in certain majority-Black south side neighborhoods are on average longer than other communities within Chicago; and

WHEREAS, workforce allocation studies analyze data to help police departments distribute personnel resources to maintain sustainable and adequate staffing coverage, meet public safety needs, and eliminate disparities in police response times; and

WHEREAS, workforce allocation studies are standard for police departments and have been completed by major cities including San Diego, San Francisco, and Houston; and

WHEREAS, staffing models are used to adjust personnel routinely at various intervals throughout the year in cities including Los Angeles and New York City; and

WHEREAS, the 2019 federal consent decree requires the Department to develop a staffing model that considers "data-driven resource allocation methods incorporating district-specific factors, including, but not limited to, calls for service, public violence, and property crime"; and

WHEREAS, consent decree paragraph 356 states that "CPD will ensure that it makes staffing and allocation decisions that provide for:

- a. the number of patrol field supervisors to ensure span of control and unity of command as required in this Part;
- b. the number of well-trained, qualified FTOs, as required in Part H of the Training section of this Agreement;
- c. the number of well-trained, qualified staff to train recruits and officers, as required in Part D of the Training section of this Agreement;
- d. the number of well-trained, qualified staff to conduct timely misconduct investigations, as required in the Accountability and Transparency section of this Agreement;
- e. the number of certified CIT Officers, as required in Part D of the Crisis Intervention section of this Agreement; and



BE IT ORDERED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

1. That the Chicago Police Department (Department) shall contract with a third party to conduct a workforce allocation study of the Department; and
4. That the study shall develop a data-driven allocation methodology inclusive of the requirements of consent decree paragraph 356 that shall be used moving forward to adjust Departmental staffing at least once a year; and

Why is it needed? - Our Perspective

Per our Vision:

To work as a community to advocate for a modernized vision of public safety to create safer neighborhoods. **We see the District Council as a tool for advancing innovative, research-based strategies to increase safety in our neighborhoods...**

Per our Goals:

Promote Responsible, Transparent, and Effective Policing

Key Takeaways - Why a CPD WFA Study is needed

Large, but Lacking	Our public safety system is not operating as needed, despite having the largest number of sworn officers per capita
Unavailable When Needed	CPD is struggling to meet adequate response times and is not deployed when/where it's needed most
Going Backwards	CPD is losing ground and regressing on compliance in some areas of the Federal Consent Decree
Inequitably Distributed	Limited, available data suggests our officers are not allocated equitably or effectively across police districts
Unfair to Officers	Officers are overworked, undertrained, and asked to take on too much of our public safety system's demands
Lacking Transparency	CPD does not have a transparent, data-driven community policing strategy
Demanded by City Leaders	City Leaders agree that a CPD Workforce Allocation Study is needed

What questions do we want a
CPD Workforce Allocation
Study to answer?

Topic 1: Right Number of Officers

In a report by the University of Chicago, the CPD determined they wanted their officers to spend 60% of their time responding to calls for service and 40% of their time engaged in other police work like community engagement, filing paperwork, and completing trainings.

The Department must identify if this is the right ratio and use the determined ratio to make decisions on when and where officers are detailed. We could use this ratio as well as calls for service data to develop a formula to determine how many officers were needed in each beat at each time.

Topic 1: Right Number of Officers

1. Do we have enough officers patrolling beats?
2. How much time do officers spend responding to calls for service?
3. Are officers placed when and where crime happen?
4. How does CPD make assignments now, and how can CPD use available data to deploy officers more efficiently?

Topic 2: Consistency of Officers

The Federal Consent Decree requires that the Department work to achieve **unity of command** and **span of control**. Meaning one Sergeant should be assigned to supervise no more than 10 officers who all work in the same district and during the same watch.

We want residents to know who serves in their community and, specifically, on their beat. This will help build relationships, increase communication, and foster trust between CPD and our community.

Topic 2: Consistency of Officers

1. **How can we achieve unity of command and span of control?**
2. **How can we achieve consistency of patrol within a beat?**
3. **What are the breakdowns in the system that prevent us from achieving this goal?**

Topic 3: Right Responsibilities

Chicago has the highest number of sworn officers per resident of any major city in America, with worse crime outcomes. Chicago also has the highest proportion of sworn officers to non-sworn officers of comparable cities.

Our hypothesis: We have enough officers but they are engaged in the “wrong” tasks.

We need to test this hypothesis to see if it is correct.

Topic 3: Right Responsibilities

1. Do we have jobs within the Department that could be better filled by non-sworn officers rather than sworn officers?
2. Do we have jobs within the Department that could be better filled by other Chicago departments?
 - e.g., mobile mental health crisis response, homelessness, dogs of leash, etc.
3. How can CPD allocate its workforce to better contribute to officer wellness?

Topic 4: More Effective Policing

Chicago lags behind other major US cities in solving murders. Chicago's clearance rate for is below 50%.

"Police in New York City say their homicide clearance rate was 78% last year, when 433 killings were recorded in the country's largest city, according to The New York Times. Meanwhile, 382 homicides occurred in Los Angeles in 2022, when the LAPD reported a clearance rate of 76%."

Source(s):

<https://www.police1.com/detective/articles/chicago-pd-detectives-to-receive-new-shift-structure-more-resources-under-pilot-program-c0WiBal6pAd1IZUy/>

Topic 4: More Effective Policing

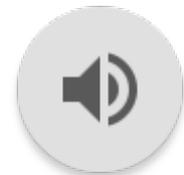
1. How can CPD's workforce be allocated to improve clearance rates, both for the most serious crimes, and across the board?
2. How can CPD improve response times to 911 calls?
3. Do we have inefficiencies that are making it more difficult for officers to complete their assignments?
 - Reallocation of Detective Shifts
(total ownership of an investigation from start to finish)

In Conclusion...

“Out of control overtime spending is not a substitute for a staffing strategy. What we need to be doing. We need to start with a thoughtful conversation about right sizing the footprint of the police department. This is not a problem we hire our way out of. We need to make decisions about what functions should live within the police department and which functions should live somewhere else. Once we have identified those things that we want members of the police department to be doing, we need a thoughtful analysis of how many people it takes to do those things. We need a proactive, nimble, data driven staffing strategy which is built on strategic priorities for the police department. Chicago has more cops per capita than other major cities. Hiring more officers is not the answer here. We need to be more thoughtful about what we want police officers to do and how many we need doing it. The city has historically been obstinately opaque about the police department staffing strategy and what model the department is using to make resource allocation decisions. There are constrained resources here. There is not an infinite hiring pool. The pool of applicants to law enforcement jobs across the country is shrinking. We cannot assume that this is simply a question of hiring more officers. We are not going to get an infinite number of officers and we already have more cops per capita than our peer cities. We have to be making more thoughtful decisions about allocating resources.”



Deborah Witzburg,
Chicago Inspector General
on [The Fran Spielman
Show July 2023](#)



Introducing CCPSA

Commissioner: Isaac Troncoso

4. Q&A + Public Comment

2-Minutes per Speaker



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

- Public comments are of utmost importance to DCMs
- DCMs and staff will take official minutes of public comments made
- DCMs may address comments in real time or may follow up with community member at a later time

5. Call to Action

How can we advocate for a CPD Workforce Allocation Study?



bit.ly/19DCWFASStudy

6. Next Meeting

19th

POLICE DISTRICT COUNCIL

**Maurilio Garcia
Jenny Schaffer
Sam Schoenburg**

**December 18th, 2023 @ 6:30pm
Pilgrim Lutheran Church
4300 N. Winchester**

Individual Contact Information



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19th District Council Contact Info



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Adjourn - Thank you!
