



CIVILIAN OFFICE OF POLICE ACCOUNTABILITY (COPA) CHIEF ADMINISTRATOR SEARCH

What is the Civilian Office of Police Accountability (COPA)?

COPA is an independent agency within the municipal government of the City of Chicago, established by ordinance in 2016 in the Municipal Code of Chicago (MCC) Chapter 2-78.

COPA performs two key police oversight responsibilities:

Receiving and registering all complaints filed against members of the Chicago Police Department (CPD)

Investigating allegations of police misconduct by members of CPD, including both sworn and civilian employees

COPA's mission is to provide a just and efficient means to fairly and timely conduct investigations within its jurisdiction; to determine whether allegations of police misconduct are well-founded; to identify and address patterns of police misconduct; and, to make policy recommendations to improve CPD and reduce incidents of police misconduct.

What does COPA investigate?

COPA has the power and authority to conduct investigations into:

- Domestic Violence
- Excessive Force
- Coercion
- Verbal Abuse
- Sexual Misconduct
- Improper search or seizure of individuals or property
- Unlawful denial of access to counsel
- All incidents of officer-involved death as defined in 50 ILCS 727/1-5
- All incidents where a CPD member discharges a firearm
- All incidents where a CPD member discharges a taser that results in death or serious bodily injury
- All incidents where a person dies or sustains serious bodily injury while in custody or because of police action

MCC Section 2-78-120(b)-(f)

All complaints COPA receives that do not fall under these categories are referred to CPD's Bureau of Internal Affairs, Chicago's Office of Inspector General, or other appropriate federal or local law enforcement agencies.

Who is the COPA Chief Administrator?

The Chief Administrator is COPA's chief executive officer. The Chief Administrator serves a four-year term, unless removed from office for cause in accordance with MCC Section 2-80-090. The Chief Administrator may be considered for reappointment at the discretion of the Commission.

What is the Commission's role in selecting the next Chief Administrator?

Pursuant to MCC Section 2-80-050(m), when there is a vacancy in the position of the COPA Chief Administrator, the Community Commission for Public Safety and Accountability (CCPSA) is responsible for selecting the Chief Administrator. Section 2-78-115 of COPA's ordinance specifies the minimum qualifications for its Chief Administrator, including:

- A commitment to and knowledge of the need for and responsibilities of law enforcement, as well as the need to protect basic constitutional rights of all affected parties;
- Demonstrated integrity, professionalism, sound judgment, and leadership; and
- The ability to work with diverse groups and individuals.

The Commission's ordinance, Section 2-80-080(b), sets forth the process for selecting the Chief Administrator. The Commission will engage a nationally recognized organization to perform a nationwide search and identify at least ten eligible candidates. Once the Commission selects a Chief Administrator, it will publish its selection on its website. The selected candidate will be referred to the City Council Committee on Public Safety for a hearing and then subject to City Council approval.

Prior to selecting a Chief Administrator, the Commission will host four public hearings on its search for the next Chief Administrator: one on the North Side, one on the West Side, one on the South Side, and one virtually. The Commission will host separate listening sessions with COPA employees and CPD members for specific feedback on COPA and the next Chief Administrator. The Commission will also collect feedback on the next Chief Administrator via anonymous surveys on its website. The feedback collected from the listening sessions and anonymous surveys will be shared with all Commissioners prior to evaluating the selected candidates for Chief Administrator.

The Commission is looking for your feedback on COPA's next leader:

- What qualities would you like to see in a Chief Administrator?
- What priorities should the new Chief Administrator focus on?
- How should Commissioners assess the candidates?

