

**Independent Police Review Authority
2014 Budget Statement to the City Council
Committee on the Budget and Government Operations**

November 8, 2013

Scott Ando, Acting Chief Administrator

Good morning, Chairman Austin, members of the Committee on the Budget and Government Operations and other members of the City Council. I want to give my sincerest thanks for the chance to talk with you today.

The Independent Police Review Authority (IPRA) is a civilian-staffed independent department that registers all allegations of misconduct made against Chicago Police Department (CPD) members, whether made by the public or by another CPD member, and determines whether the investigation should be conducted by IPRA or by CPD. IPRA investigates all allegations of misconduct that concern the use of excessive force, coercion through a threat of violence, biased-based verbal abuse, domestic violence involving a CPD member, “extraordinary occurrences” involving a serious injury or death of a person in police custody, even if no allegation of misconduct is made, and all instances in which a CPD member discharges his or her firearm or Taser in a manner that strikes or potentially could strike an individual. The Police Department’s Bureau of Internal Affairs (BIA) investigates all other complaints that do not fall under the jurisdiction of IPRA.

IPRA increases transparency in the disciplinary process by addressing a wide variety of community groups and by posting general information about filing a complaint, statistical reports and investigative results on its website quarterly. IPRA also files quarterly and annual reports with the Mayor’s Office, the City Council Committee on Public Safety, the Office of the City Clerk and the Legislative Reference Bureau, all of which are also posted on IPRA’s website. These quarterly reports describe the number and type of complaints received, investigations opened, investigations closed and the number of pending investigations. Additional statistics and substantive information regarding closed investigations, findings from investigations, including the level of discipline recommended and received by the CPD member are also available on IPRA’s website. IPRA also makes recommendations to the Superintendent of Police, the Chicago Police Board and the Chairman of the City Council Public Safety Committee concerning revisions to policy and operating procedures which may serve to assist CPD by potentially reducing future complaints of misconduct made against officers and hopefully increasing the safety of the public and CPD officers alike. Finally, IPRA works to build public trust in the disciplinary process and hold CPD accountable for their actions.

Statistics on Investigations

Historically, IPRA receives nearly 9,000 complaints each year, investigates roughly 3,000 of those cases and refers the remaining cases to CPD’s BIA. The cases investigated by IPRA include all allegations of misconduct made against CPD members falling under IPRA’s jurisdiction, as well as notifications where no misconduct is alleged, such as Taser discharges.

During the last four quarters, IPRA has investigated 2,084 cases. These numbers are down 22 percent to 2,691 during the time period covering the 4th quarter of 2011 thru 3rd quarter of 2012. IPRA's Sustained Rate reflects the percentage of closed investigations where the allegation is supported by sufficient evidence to justify disciplinary action. The Sustained Rate for IPRA investigations over the past year is approximately 6.42 percent, which is higher than average for a similarly sized large city police department.

IPRA's Accomplishments 2012 – 2013

“Phased Goals” Program: In 2013, IPRA continued efforts that began in 2011 to direct resources towards closing its oldest and often most complicated investigations, with great success. At the end of the 3rd quarter of 2013, the number of cases that were opened between 2008 and the present which remain in IPRA's inventory of open cases has been significantly reduced.

IPRA completed and closed 2,864 investigations in 2012 and 1,878 in just the first three quarters of 2013, putting us on pace to close 2,504 cases by the end of the year. Additionally, a significant effort was made to close Officer-Involved Shooting (OIS) cases, particularly the older ones, resulting in the closing of over 100 investigations in just the last two quarters. There are now no OIS investigations still pending investigation or under supervisory review that occurred prior to 2010.

“Rapid Response” program: Initiated at the end of 2011, the Rapid Response Team works in conjunction with Intake to streamline the initial work done on cases. If no affidavit is received, the cases are generally closed, but this approach ensures critical and time sensitive evidence is not lost early on and also allows for investigators to assess the cooperation of complainants in going forward. Investigators assigned to Rapid Response generally do not carry a case load and are able to close out cases more efficiently and much quicker.

Mediation: IPRA has also continued its efforts to identify new policies and procedures to improve efficiency, including greater use of contractual mediation with accused officers. Starting in 2011, IPRA began a pilot Mediation Program. In 2011 only 15 cases were mediated; this number increased to 45 in 2012. Through September 2013, approximately 196 cases were mediated and agreements were ultimately reached in 177 cases. A successfully mediated case results in a Sustained finding in each and every case. Mediations reduce the amount of time spent by IPRA investigators on lengthy investigations and generally result in reduced disciplinary penalties for officers who accept responsibility for their actions. This reduces the amount of time an officer is off the streets, and saves time and expense incurred by IPRA, CPD, Corporation Counsel and the Police Board. The Mediation Program is now a regular part of the IPRA investigative and adjudication process.

Outreach to the Community and the Police: In 2013, IPRA reinvigorated its community outreach efforts by meeting with community groups, Aldermanic constituency groups and the Chicago Urban League. IPRA also continued to speak to every CPD Academy graduating recruit class, Detective class and Sergeant/Lieutenant class, believing that information and

prevention provided to them up front will result in less misconduct and discipline later. IPRA also participates in each and every Police Board public meeting and answers questions posed to it by the public.

Training

IPRA has continued to look at training opportunities that both enhance and broaden the investigative staff's ability to conduct investigations. There are recurring training sessions, such as those done at the CPD Training Academy, and other pertinent sessions that have been identified with a focus on relevant materials. All of IPRA's Investigative and Supervisory staff have attended at least three training sessions.

Procedural Justice & Police Legitimacy: This past month, all of IPRA's investigative and management staff has completed training at the CPD Academy concerning Procedural Justice & Police Legitimacy. Procedural justice is the process used by police officers in which citizens are treated fairly and with proper respect by police officers. Legitimacy, in turn, refers to the result of procedural justice in which a citizen feels a police officer should be respected, complied with and trusted. It has been stated that positive citizen experiences lead to positive evaluations of the police.

Advanced Investigation Techniques for Public Corruption and Internal Affairs/Employee Integrity Matters: This course, presented by the College of DuPage, was designed to help provide investigators with the latest tools and methods for conducting internal investigations.

Crime, Evidence and the Law: An overview of the FBI's Evidence Response Team, including their mission, training, and the field work they do, including their use of special forensic equipment and expertise, especially as it relates to the FBI's investigation of Civil Rights and Color of Law cases.

Shooting Reconstruction: The department recently partnered with West Virginia University to make an online course available to IPRA Investigators designed to give students information about evaluating, interpreting, and reconstructing a shooting scene. The units within the course will cover a general overview of firearms/ammunition and their components, bullet path reconstruction theories and techniques and cartridge case ejection patterns, among other topics.

2013 – 2014: The Year Ahead

In the year ahead, IPRA will continue to close its small inventory of its oldest investigations and will examine strategies that will maximize the use of personnel and reduce the time it takes to complete investigations without sacrificing the fairness and thoroughness of those investigations.

Public Outreach

IPRA's previous goals to make further connections with officials, community organizations, and residents across Chicago are beginning to be realized. During the past year, IPRA has attended numerous community meetings and hosted international delegations from African and South

American nations, and most recently the Czech Republic, to discuss internal investigation operations and the functions of a civilian law enforcement oversight body, and will continue this outreach moving forward.

Office Efficiencies

IPRA will continue to look at any cost cutting measures that don't compromise the integrity of its investigatory process. One such example is the recent use of the Court Notification function in CLEAR, the database used by both IPRA and CPD. The system allows IPRA investigators to electronically notify and then schedule officers for interviews instead of delivering letters to the officers, which is a more efficient and reliable means to schedule interviews.

As IPRA moves forward, the foundations of fair, thorough, and timely investigations that are in place should be strengthened. The processes that have contributed thus far to the many successes remain in place and IPRA must continually assess where improvements can be made to improve the investigative process. In addition, IPRA will continue to communicate with and educate members of the public and the Chicago Police Department so that the process of police oversight in Chicago is one of transparency which promotes open dialogue and generates positive feedback. Finally, I can assure you the hardworking employees of IPRA understand the importance of the service that they provide on a day to day basis to the City of Chicago, and their tireless efforts will continue to serve the residents of our great city in the upcoming year.

Independent Police Review Authority 2014 Budget Hearing

MBE/WBE Data

Period: January 1, 2013 to October 15, 2013

Total Purchases: \$96,087

	MBE	WBE	Total MBE/WBE Spending
WBE	n/a	\$62,744 (65%)	\$62,744 (65%)
Asian	\$24,983 (26%)	n/a	\$24,983 (22%)
African-American	\$673 (.007%)	n/a	\$673 (.007%)
Hispanic	\$7,687 (7%)	n/a	\$7,687 (7%)
Total Spending	\$33,343 (35%)	\$62,744 (65%)	\$96,087 (100%)

Staffing Data

Department Ethnicity and Gender				
	Male	Female	Total	%
Asian	2	1	3	3%
Black	17	25	42	48%
Hispanic	2	10	12	14%
White	17	13	30	35%
Total	38	49	87	100%
	44%	56%		

New Hires Ethnicity and Gender				
	Male	Female	Total	%
Asian	0	0	0	0%
Black	1	0	1	20%
Hispanic	0	0	0	0%
White	3	1	4	80%
Total	4	1	5	100%
	80%	20%		

Department Managers Ethnicity and Gender				
	Male	Female	Total	%
Asian	0	0	0	0%
Black	5	0	5	26%
Hispanic	0	3	3	16%
White	8	3	11	58%
Total	13	6	19	100%
	68%	32%		

Interns

School	Gender	Race
<u>University of Illinois Chicago</u>	<u>Male</u>	<u>White</u>
<u>Lewis University</u>	<u>Female</u>	<u>White</u>
<u>Chicago State</u>	<u>Female</u>	<u>Black</u>
<u>DePaul University</u>	<u>Male</u>	<u>Asian</u>
<u>DePaul University</u>	<u>Male</u>	<u>White</u>
<u>DePaul University</u>	<u>Female</u>	<u>White</u>
<u>Chicago State</u>	<u>Female</u>	<u>Black</u>
<u>Lewis University</u>	<u>Female</u>	<u>White</u>
<u>Chicago State</u>	<u>Female</u>	<u>Black</u>
<u>Lewis University</u>	<u>Female</u>	<u>Hispanic</u>
<u>North Park</u>	<u>Male</u>	<u>White</u>
<u>Roosevelt University</u>	<u>Female</u>	<u>Black</u>
<u>Lewis University</u>	<u>Male</u>	<u>White</u>
<u>Ball State</u>	<u>Female</u>	<u>Black</u>
<u>DePaul University</u>	<u>Male</u>	<u>Black</u>

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<u>University of Illinois Chicago</u>	<u>Female</u>	<u>Asian</u>
<u>DePaul University</u>	<u>Female</u>	<u>Hispanic</u>
<u>Lewis University</u>	<u>Male</u>	<u>White</u>

Independent Police
Review Authority
Organizational Chart
Total Staff 99

