

**Testimony of Superintendent Johnson  
CPD 2018 Budget Hearing - November 2, 2017**

Good morning. I would like to thank Chairman Austin, Vice-Chairman Ervin and Members of the City Council for inviting me here to testify on the proposed fiscal year 2018 budget for the Chicago Police Department (CPD).

For nearly two years, CPD has been working to rebuild fractured public trust and address the brazenness of offenders who do not hesitate to pull the trigger of illegal guns in the name of gang activity and disputes on social media. These factors have challenged CPD leadership to take a hard look at everything we do with one pivotal question in mind: *“How do we make CPD better for both the public and our officers?”*

Building upon the significant progress we made last year, CPD entered 2017 with a revitalized and reimagined crime strategy as well as a number of planned reforms in the areas of personnel, use of force, training, transparency, and community policing. These reforms aim to build integrity with the public and to better prepare officers for the situations they may face. At the same time, as we move forward with these initiatives, we understand the need to maximize efficiencies wherever possible because we owe it to the taxpayers that support our efforts. You have my pledge that this leadership team will never forget that enormous responsibility.

When I offered you my testimony in 2016, I had announced that we were planning on launching Strategic Decision Support Centers in our most active districts, that would make us more predictive in our deployments, more proactive in our enforcement, and faster in our responses. I am happy to report that this technology, aided by the data analysts that staff these rooms and the officers that utilize this data, has led to significant reductions in gun violence this year. It has been the centerpiece of our 2017 crime strategy and is showing results.

As of this morning, Chicago has seen nearly 550 less shootings than we did at the same time last year. Englewood and Harrison, which were the first two districts to be equipped with this technology, and among our most violent neighborhoods, are now driving those reductions with 140 fewer shootings in Englewood and 85 fewer in Harrison. Building upon that success, we expanded the technology out to Gresham, Deering, Ogden, and Austin. All of those districts are now seeing reductions in gun violence compared to last year.

Citywide, 18 out of 22 districts have had less shootings than they did in 2016 and seven have seen less shootings than they did in 2015, including Englewood. While that is great progress, we have much more work ahead of us. There are still far too many

illegal guns on the streets and far too many people willing to use them. The 2018 fiscal budget will help us to expand Strategic Decision Support Centers to the Wentworth, Grand Crossing, South Chicago, Calumet, Chicago Lawn, and Grand Central districts by the end of 2018.

In addition to the technology that is aiding in the crime fight, we are also continuing our large-scale investment in personnel as part of our two year hiring plan to add nearly a thousand new sworn positions to the Department above any existing vacancies. That level of hiring is far above and beyond any year in recent memory. This additional personnel has been deployed throughout the city to provide neighborhoods with the officers and detectives they need to build greater partnerships, solve more cases, the communities we serve. In fact, in the last two police recruitment campaigns, nearly three quarters of applicants identified themselves as minorities. Our hiring plan will also provide the appropriate levels of supervision so that officers can be properly mentored and provided the guidance they need to be successful in this new environment. As we move into the second year of our hiring strategy, next year's budget will support nearly 100 new recruits to enter the training academy each month until the end of 2018.

This hiring will help to ultimately reduce our dependency on overtime to sufficiently sustain our progress in the crime fight. Moving forward, District Commanders will be responsible for tracking overtime in their respective areas. We will also be revising our orders on overtime use, issue a department-wide training bulletin, integrate overtime analysis in our weekly CompStat meetings, and launch an electronic timekeeping pilot before the end of this calendar year. I believe these combined efforts will help us to build in cost savings wherever possible.

These new officers and supervisors will be guided by our revised use of force policy which went into effect this past October. To ensure we put into place a policy that is unique to Chicago, we asked for input, for the first time in our history, from both the public and our police officers. The end result is a policy that is centered around the sanctity of life and de-escalation. Quite simply, we guide our officers on the principle that all life is sacred and that we will attempt to de-escalate any situation, wherever possible, before the use of force is warranted. It also calls on officers to immediately render aid that is consistent with their training once a scene is safe. In instances where they may witness prohibited force being used, they verbally intervene and report any misconduct.

All sworn members of the Department have received an initial four-hour classroom based course on the policy and beginning in 2018, they will receive additional scenario based instruction covering the topics of force mitigation and mental health awareness.

Beyond preparing our officers for policing under this new policy, it will also mark the launch of a landmark four-year training initiative. Starting next year, CPD will require all Department members to take a set number of continuing education hours on an yearly basis - with 16 mandatory hours in 2018 and by 2021, 40 hours annually. The training will cover a mixture of mandatory and elective topics, with a use of force refresher as an annual requirement.

As a 30 year Department veteran, I can say the last training I ever received on a regular basis was when I was a recruit in the Academy. This will literally change the face of policing here in Chicago as officers will now receive up to date annual training on the latest trends and best practices in law enforcement. It is a win for the community, a win for the Department, and a win for our officers.

We have also have been working to provide every officer on regular patrol with a body camera and a Taser. By the end of this year, every beat officer responding to a service call will be equipped with a body camera, a full year ahead of schedule. By the end of 2018, every beat officer will also be equipped with their own Taser. The Tasers will give officers a less-lethal option when the use of force is necessary and the body cameras will allow us to see exactly what occurs during interactions with the public. This level of transparency will go a long way in protecting the rights of those we serve as well as our officers. It will let us see what we are doing right and where we can improve.

Last year, I reported to you our intention to make community policing a philosophy throughout the Department, where every Chicago police officer is a community police officer. It began with the formation of a Community Policing Advisory Panel made up of national experts, community residents and CPD staff chaired by Chief of Patrol Fred Waller. The panel held a number of public and internal meetings to receive feedback from our officers and the public to develop a set of recommendations for a community policing strategy that is unique to Chicago. Like our use of force policy, we opened a public comment period into the draft recommendations, and just week I received the final recommendations from the panel.

Among what I consider to be among the most important recommendations are: moving the Community Policing Office under the direction of the Office of the Superintendent, which we already have acted upon with the recent appointment of Deputy Chief Dwayne Betts, a strong focus on engagement with the City's youth, more robust community oriented training for Department members, and effective problem-solving with the community and other city agencies, among others.

After reviewing the final report, I have decided to accept and adopt the recommendations that were laid out because I firmly believe that we need to make significant investments to build integrity with the people we serve.

As part of that commitment, we will create a team dedicated to ensuring that reforms are implemented properly the first time and are sustainable in the long-term to truly change the way we do business. The Office of Reform Management will continue to be guided by our Next Steps for Reform framework that we released this past March, as well as action items from Mayor Emanuel's Police Accountability Task Force, U.S. Department of Justice report, and the upcoming consent decree with the Illinois Attorney General. This office will be budget neutral, as we will utilize long standing administrative vacancies to fill these positions.

The challenges that we are working to overcome were not created overnight, nor will we solve them overnight, but I believe we are making significant progress to achieve our all-encompassing goal of making CPD better for everyone now and for future generations.

Thank you and I look forward to your questions.