



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

**MEMORANDUM**

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor’s Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-01 Case Rate Comparisons

The following information is provided in response to questions posed at our department’s hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Thompson requested information surrounding the number of complaints COPA has received historically.

In years 2018-2021, the total number of complaints received by COPA are reflected in the chart below.

2018	2019	2020	2021*
4181	5394	5690	3898

*\*Through Q3*

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-02 Community Policy Working Group

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Chairman Dowell and Alderman Thompson requested the members of COPA's Community Policy Working Group.

In 2020, COPA Launched its Community Policy Review Working Group (CPRWG) that represents an aggregate cross-section of Chicagoans to provide feedback and improvements to COPA policies and in order to achieve Consent Decree compliance. Current members include:

- **Marshan Allen** – National Policy Director at Represent Justice and 25 years incarcerated from juvenile to adult systems
- **Dwayne Bryant** - Founder & CEO, Inner Vision International & Author of “About the Stop” and COPA Advisory Council member
- **Ellen Craig** - Attorney, Board of Directors, Chicago Appleseed Fund for Justice and former Commissioner, State Ethics Commission
- **Emmett Farmer** - Impacted family of OID and COPA Advisory Council member
- **D. Darrell Griffin** - Oakdale Covenant Church, Faith leader of Chicago's South side, HBCU graduate, Harvard graduate
- **Dwight Gunn** – Heritage International Christian Church, Faith leader of Chicago's West side, impacted family of OID, CPD's Use of Force Working Group

- **Deborah Harrington** - CEO, Harrington Group, developing individual & collective capacity to promote and advance justice reform and racial equity
- **Mia Harris** - Project Coordinator, Office of Community Education Partnerships, Northwestern University & Master of Science in Law graduate student
- **Creasie Finney-Hairston** – Dean for Social Policy and Research at UIC, editor of the Journal of Offender Rehabilitation
- **Janet Horne** – Attorney, CPD’s Use of Force Working Group, disability advocate and jail incarceration reform
- **Mallory Littlejohn** – Legal Director of CAASE, advocate for the sexual abuse victims
- **William Moore** – Alumni Coordinator and Site Supervisor at Chicago CRED, incarcerated for 20 years, lost son to gun violence, violence interrupter
- **Channyn Parker** - Transgender community member, Director of Strategic Partnerships at Howard Brown Health Center, Board of Directors for Equality Illinois
- **Carlos Rivas** - Alumni Support & External Affairs Manager at UIC College Prep, active community member of the Humboldt Park neighborhood
- **Remel Terry** - 2<sup>nd</sup> VP NAACP, Westside Branch (a member organization of the Campbell plaintiff group) and COPA Advisory Council member
- **Jen McGowan-Tomke** - Chief Operating Officer of NAMI Chicago, mental health advocate especially concerning the criminal court system
- **Sidney Thomas** - LGBTQ community member, clinical social worker, and advocate of persons with mental disabilities and other trauma-impacted individuals
- **Steven Saltzman** - Civil Rights attorney & COPA Advisory Council member
- **La’Rie Suttle** – DePaul University College of Law Master in Jurisprudence student, Assistant to the Chair of the Criminal Justice Committee, NAACP Southside Branch
- **Richard Wooten** - Founder, Gathering Point Community Council, Former CPD and COPA Advisory Council member

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-03 IG Response

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Waguespack requested COPA's responses to the September 10, 2020 report from the Office of Inspector General titled *Advisory Concerning the Civilian Office of Police Accountability's Practice of Administratively Terminating Disciplinary Investigations*.

COPA appreciates the request from the City Council and has attached the requested responses. In addition, COPA has made and continues to make significant improvements in regards to the use of no-finding closure statuses, such as Administrative Termination. In 2020, COPA Administratively Terminated only 33 cases, while experiencing a slight increase in overall complaint volume as compared to 2019. In the Q2 2021 Quarterly Report, COPA revised the language to better explain, for the benefit of the public and its own staff, the reasons an investigation might be concluded with without findings, which includes Administrative Termination. COPA implemented enhancements in its case management system (CMS) to refine data collection related to Administratively Terminated investigations. Also, COPA recently made effective an internal policy requiring that, on a quarterly basis, the agency review a sampling of cases that may include Administratively Terminated investigations to improve consistency with case closure protocols, which COPA is presently in the process of revising.

July 1, 2020

***Via Electronic Mail***

Deborah Witzburg  
Deputy Inspector General  
Office of Inspector General  
740 North Sedgwick Street, Suite 200  
Chicago, Illinois 60654

Re: Advisory Concerning COPA's Practice of Administratively Terminating Disciplinary Investigations

Dear Deputy Inspector General Witzburg:

I am in receipt of your May 27, 2020 Advisory Letter (Letter) recommending measures to ensure accurate and consistent application of COPA's finding and non-finding dispositions. I appreciate your diligent and thorough review of our investigative files. Your recommendations will help us improve as an investigative body.

COPA largely concurs with your recommendations. In the past, operating practices were not as systematic and consistent as those to which we aspire. COPA is currently developing policies that we believe will address your concerns, gain Independent Monitoring Team approval, and comply fully with Consent Decree mandates.

While COPA agrees with your recommendations, a few points raised warrant further examination. For example, the Letter states that:

*COPA's 2019 Annual report states that COPA administratively terminated 55 cases in 2018 and 168 in 2019. Since 2017, 376 investigations –13.6% of all investigations closed by COPA by way of a non-finding disposition – have been administratively terminated.*

While the simple math is correct, it does not reflect the relative rates at which COPA administratively terminated cases.

As you note, COPA began operating in September 2017. In 2018, COPA received 4,181 complaints and notifications, retaining 1,207 for investigation. In 2019, COPA received 5,394 complaints and notifications, retaining 2,089 for investigation - an increase of 73% over the prior year.<sup>1</sup> In 2019, COPA both received and retained significantly more cases than in prior years. Unsurprisingly, the number of administratively terminated cases rose, though at a slower pace.

---

<sup>1</sup> See COPA's 2019 Annual Report

Your Letter also states that:

*Where administrative termination is ill-defined and frequently misapplied, each investigation in which it is used represents a risk that an allegation of police misconduct is improperly disposed of without ensuring either accountability or vindication for an accused Chicago Police Department (CPD) member.*

Please note that the definition and application of **Administrative Closure** differs significantly from the definition and application of **Administrative Termination**.<sup>2,3</sup> We do however understand that the employment of such similar terms may cause unintended confusion. **Administrative Closure** is appropriate in situations where, after a preliminary review of the facts, no actionable misconduct is identified, because: the action complained of was not misconduct; the conduct or actors are not within COPA jurisdiction; or, the incident occurred more than five years prior to receipt of the complaint and there is insufficient objective and verifiable evidence to support seeking the Superintendent's approval to open an investigation.

Conversely, **Administrative Termination** is appropriate in situations where complaints are generally, timely-made and within COPA jurisdiction, but, after a preliminary review of the facts, there is insufficient evidence to reach an affirmative finding. The Administrative Termination process was designed to facilitate expeditious closure of unpromising investigations to allow investigators to focus attention on those investigations where affirmative findings are more likely to be available. COPA, which has never achieved full staffing, currently has approximately 125 of 151 budgeted FTE, including administrative staff. While significantly increased intake volume demands the exercise of discretion in determining which investigations to pursue, we concur there have been few instances when application of the **Administrative Termination** process may have been misapplied.

COPA also wishes to clarify the statement regarding the use of an accused member's disciplinary history in considering whether to administratively terminate an investigation. Please note that each Administrative Termination is primarily a fact-specific analysis of the conduct alleged. While an officer's history may be relevant to the totality of the analysis, allegations related to prior conduct are not dispositive in determining whether a complaint should be investigated. To the extent possible, prior to initiating a full investigation, COPA conducts credibility assessments of all parties in determining if there is a reasonable basis for a complaint. An Officer's prior conduct would only be used in furtherance of a pattern and practice investigation or when contemplating progressive discipline at the conclusion of an investigation.

Regarding your specific recommendations that COPA:

---

<sup>2</sup> Investigations Manual (2018), p. 19 – Final Dispositions and Findings

<sup>3</sup> COPA clarified its policies, issuing an internal memo entitled, "Review And Closing Authority - Investigations Involving No Findings" (Eff. Date: October 25, 2018), a copy of which is attached hereto.

- 1. Include administrative termination and the associated criteria in the Investigations Manual, alongside other available non-finding dispositions, and consider addressing the likelihood of confusion caused by two different dispositions with nearly synonymous names.**

COPA concurs with this recommendation. As you may know, COPA is currently undertaking a substantive review of its Investigation Manual, policies, and training as part of its Consent Decree compliance efforts. COPA anticipates that the review will yield numerous policy and practice revisions. As noted above, COPA also understands PSIG's concerns regarding potential confusion, inconsistency, and ambiguity in the definitions and application of **Administrative Termination** and **Administrative Closure**. In an effort to address these concerns, COPA will explore alternative policies and terminology to define the process more clearly while adhering to our goals of efficiency, transparency, accuracy, and thoroughness.

- 2. Establish clear and specific affirmative criteria which provides guidance on the circumstances in which the use of administrative termination as a non-finding disposition is appropriate, and ensure that all investigators are properly trained on its application.**

COPA concurs with this recommendation as indicated in the response to Recommendation 1 above.

- 3. Ensure that the most appropriate disposition, finding or non-finding, is used for each investigation and that all potentially appropriate dispositions are considered.**

COPA also concurs with this recommendation. COPA's unswerving intention is to close each case in the most appropriate and accurate manner. Moreover, COPA's goal has always been to reach an affirmative finding whenever possible, rather than dispose of cases by either Administrative Termination or Administrative Closure. Each investigation requires fact-specific analyses regardless of its ultimate disposition. There has been occasional misunderstanding of these processes, which we hope to remedy through additional clarification and training. Note however that COPA investigators receive considerable training regarding the requirements of each disposition and the appropriate circumstances of its application. COPA also continually revises, communicates, and provides training regarding changes in practice that may affect the disposition process. Further, COPA continues to develop a culture that embraces continuous improvement.

- 4. During review of the Administrative Termination Memorandum, the supervisor should ensure that each of the required criteria listed has been completed, including that the category codes associated with the allegation(s) do not on**

**their face contradict eligibility criteria for administrative termination before approval.**

COPA also concurs with this recommendation, although again, we seek to clarify the appropriate application of the Administrative Termination policy. Supervising Investigators and Deputy Chiefs should review and consider such dispositions prior to approving them. COPA agrees that where a Termination Memorandum conflicts with express guidelines regarding Administrative Termination, supervisory staff must closely review the Termination Memorandum. In the future, COPA will endeavor to clarify policies, rules, and procedures applicable to Administrative Termination. There may exist some misunderstanding regarding criteria applicable to the Administrative Termination process. The “criteria” articulated on the form are meant to be a guide, not a complete list or a schedule of requirements that must all be met prior to Administrative Termination.

Implicit in the Termination Memorandum form is the understanding that investigative teams have some discretion to determine the disposition of matters of which they have the most detailed knowledge. Moreover, there is often extensive discussion, which may include Deputy Chiefs and the Chief Administrator, regarding whether Administrative Termination is appropriate in a given case. Consistent with your recommendations, COPA should ensure that the precise rationale for Administrative Termination is indicated in the Termination Memorandum.

**5. Ensure that, if an investigation in which all criteria is not met is administratively terminated, the Chief Administrator’s approval is obtained and documented.**

COPA concurs with this recommendation in part. As indicated above, COPA received more than 5,000 complaints in 2019 and retained more than 2,000 investigations. Given activity related to the recent protests, we are likely to receive many more complaints in 2020. As you note, COPA administratively terminated 168 investigation in 2019. The Chief Administrator cannot perform a detailed review of that number of Administrative Terminations while effectively discharging her many other duties. As discussed above, the Chief Administrator is permitted to and must rely on the determinations of experienced Deputy Chiefs, Supervising Investigators, and Investigators. COPA agrees that it may be appropriate for the Chief Administrator to approve specific Administrative Terminations in certain circumstances and will endeavor to develop policies describing and applying to such circumstances.

**6. Articulate in each Administrative Termination Memorandum those facts establishing the satisfaction of each the required criteria.**

COPA concurs with this recommendation. See COPA’s response to Recommendation 4.

**7. Refrain from administratively terminating investigation solely based on the age of the complaint and/or as a means to increase case closure capacity.**

COPA concurs with this recommendation in part. COPA’s consistent intention is to investigate each complaint thoroughly to reach an affirmative conclusion. However, such

a conclusion is not always possible - particularly the investigation of incidents occurring more than five years in the past. As you know, the Uniform Police Officers' Disciplinary Act and applicable Collective Bargaining Agreements create substantial barriers to investigating older complaints, regardless of individual case merits.<sup>4</sup> Such constraints were considered in developing the Administrative Termination process.

Again, **Administrative Closure** is appropriate where investigations lack indicia of misconduct after preliminary examination or are simply outside of COPA's jurisdiction. **Administrative Termination** is appropriate for cases that may have indicia of misconduct, but are unlikely to produce an affirmative finding, such that pursuit of the matter would misapply finite resources and manpower. While these dispositions were intended to be mutually exclusive, it is conceivable that either Administrative Closure or Administrative Termination could appropriately dispose of the investigation of an incident that occurred five years prior in which it is difficult to obtain objectively verifiable evidence of misconduct.

There is an additional hurdle to overcome in the investigation of aging cases. The investigation of incidents occurring five or more years prior to the date of the complaint requires the Superintendent's approval. COPA must apply discretion in determining which cases may be appropriate for submission to the Superintendent. In the absence of the Superintendent's approval, Administrative Closure is appropriate because COPA does not have the authority to proceed. However, if COPA sought and obtained Superintendent approval to proceed with investigation, but its efforts ultimately indicated an inability to reach an affirmative finding, then Administrative Termination would be appropriate.

Further COPA does not enjoy the resources sufficient to allow it to review the universe of incidents that preceded its creation. Difficult decisions about which investigations are deserving of limited resources must be made – endlessly. The authority to make such decisions is vested in the Chief Administrator. She is charged with making the difficult determinations regarding the allocation of agency resources. COPA's enabling ordinance vests the Chief Administrator with the authority to “promulgate rules and procedures for the conduct of the Office and its investigations consistent with due process of law, equal protection under the law, and all other applicable local, state and federal laws, and in accordance with Section 2-78-170.”<sup>5</sup>

#### **8. Audit administratively terminated investigations to ensure that the most appropriate disposition was utilized when closing the investigation.**

COPA concurs with this recommendation. We have already begun to outline the process by which our Quality Management Division will review investigations closed through both the Administrative Closure and Administrative Termination processes. We expect that review to begin in the near future.

---

<sup>4</sup> 50 ILCS 725 et seq.

<sup>5</sup>MCC §2-78-120(r); see also MCC §2-78-170

In conclusion, COPA appreciates PSIG's review of and suggestions to improve its policies and processes. We acknowledge that operational challenges may have resulted in an inadequate understanding of the appropriate application of Administrative Termination criteria. While COPA's goal remains the thorough investigation of every case, resource limitations sometimes require the Chief Administrator to exercise discretion to administratively close matters. COPA will continue to work to develop ever more clear and consistent policies and processes consistent with PSIG recommendations, Consent Decree mandates, and the IMT's forthcoming recommendations.

Sincerely:

[Electronic Signature]

Sydney R. Roberts  
Chief Administrator  
Civilian Office of Police Accountability

cc: Kevin Connor (COPA)  
Andrea Kertsten (COPA)  
Jay Westensee (COPA)

Att. Memo - Review And Closing Authority

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-04 FOIA Requests

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Waguespack requested the number of FOIA requests COPA receives annually.

In 2020, COPA received **472** FOIA requests. Through Q3 of 2021, COPA has received **434** FOIA requests.

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-05 BWC Incidents

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Hairston requested the number of cases COPA has regarding failure to activate a body-worn camera (BWC).

COPA located 17 cases containing 32 allegations of failure to operate or timely activate BWC and/or premature deactivation of BWC in calendar year 2021.

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

**MEMORANDUM**

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor’s Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-06 Case List 2020 and 2021

The following information is provided in response to questions posed at our department’s hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Mitts requested the number of allegations COPA has received regarding the following allegations: Officer-Involved Shootings, Verbal Abuse, Coercion, Sexual Misconduct, Wrongful Raids and Search Warrant Violations.

The requested information can be found in the table below:

	2020	2021*
Officer-Involved Shootings <sup>1</sup>	57	27
Verbal Abuse	154	45
Coercion	26	4
Sexual Misconduct <sup>2</sup>	22	16
Search Warrant	24	7

\*Through Q3

<sup>1</sup> Numbers contain allegations from the following COPA allegation categories: Firearm Discharge-Fatal, Firearm Discharge-Injury, and Firearm Discharge-No Contact

<sup>2</sup> Numbers contain allegations from the following COPA allegation categories: Sexual Harassment and Sex Offense

In regards to Wrongful Raids - COPA has the ability to and does track search warrant complaints, and while wrong raids are a focus for the agency, they are not tracked independently of our search warrant count.

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-07 Domestic Violence Numbers 2020 and 2021

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Mitts requested the number of allegations COPA has received regarding Sexual Violence.

The data below includes total number of allegations from the following two allegation categories: Sexual Harassment and Sex Offense.

2020: 22  
2021: 16\*

*\*Through Q3*

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 1, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-08 Complaints by Community Area

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman King requested a breakdown of complaints by community area.

While COPA's case management systems do not breakdown complaint data by community area, we can provide data by police district. Annual data from 2016-2020 are attached.

*Area left blank on purpose*

<b>POLICE DISTRICT</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
1st - Central	45	40	39	54	122
2nd - Wentworth	37	76	79	93	60
3rd - Grand Crossing	52	47	64	85	45
4th - South Chicago	64	59	69	115	68
5th - Calumet	63	52	60	77	69
6th - Gresham	92	81	93	162	112
7th - Englewood	89	83	111	161	107
8th - Chicago Lawn	96	58	54	84	67
9th - Deering	49	42	41	46	42
10th - Ogden	73	44	60	74	65
11th - Harrison	124	106	106	179	147
12th - Near West	39	36	34	54	45
14th - Shakespeare	21	12	20	26	19
15th - Austin	57	60	52	57	63
16th - Jefferson Park	38	52	37	57	43
17th - Albany Park	22	22	6	15	22
18th - Near North	46	40	39	63	92
19th - Town Hall	45	38	31	46	59
20th - Lincoln	17	17	16	15	15
22nd - Morgan Park	48	46	49	69	54
24th - Rogers Park	32	15	21	15	20
25th - Grand Central	89	66	55	70	61

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-09 Caseload

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Martin requested the average caseload per COPA investigator.

Currently, the average number of cases per investigator are:

Investigator: 28

Major Case Specialist: 21

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

**MEMORANDUM**

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor’s Office of Intergovernmental Affairs

**Date:** October 13, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-10 Police Accountability

The following information is provided in response to questions posed at our department’s hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Martin asked for COPA’s attrition for years 19, 20, 21 and their titles.

<b>2019</b>	<b>31</b>
ATTORNEY	3
CASE LIAISON - COPA	2
CLERK IV	1
DATA ENTRY OPERATOR	1
DIR OF INFORMATION SYSTEMS	1
FIRST DEPUTY CHIEF ADMINISTRATOR	1
INVESTIGATOR-COPA	11
MAJOR CASE SPECIALIST-COPA	3
PARALEGAL II	1
POLICY ANALYST	1
SENIOR INFORMATION ANALYST	1
SENIOR PUBLIC INFORMATION OFFICER	1

SUPERVISING INVESTIGATOR-COPA	3
SUPERVISING PARALEGAL	1

<b>2020</b>	<b>19</b>
ADMINISTRATIVE ASST II	1
ATTORNEY	2
CASE LIAISON - COPA	1
DEPUTY CHIEF ADMINISTRATOR	1
DIR OF ADMINISTRATIVE SERVICES	1
DIR OF QUALITY MGMT - COPA	1
DIR OF TRAIN/PROF DEV - COPA	1
EVIDENCE SPECIALIST - COPA	1
INTAKE AIDE	1
INVESTIGATOR-COPA	4
QUALITY MGMT ANALYST - COPA	1
SENIOR INFORMATION ANALYST	1
SR LITIGATION COUNSEL - COPA	1
SUPERVISING INVESTIGATOR-COPA	2

<b>2021</b>	<b>15</b>
ATTORNEY	4
CHIEF ADMINISTRATOR	1
DATA ENTRY OPERATOR	2
DIR OF ADMINISTRATIVE SERVICES	1
DIR OF TRAIN/PROF DEV - COPA	1
INTAKE AIDE	1
INVESTIGATOR-COPA	3
PARALEGAL II	1
SENIOR POLICY ANALYST	1

<b>Grand Total</b>	<b>116</b>
--------------------	------------

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

**MEMORANDUM**

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor’s Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-11 Misconduct Complaints

The following information is provided in response to questions posed at our department’s hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Hairston requested the total number of police misconduct complaints as well as those specifically surrounding sexual misconduct for 2021.

COPA’s overall number of complaint’s received, plus the responsible investigative agency for 2021 are:

	Q1 2021	Q2 2021	Q3 2021	Total
COPA	239	244	311	794
BIA	947	1110	1047	3104
Total Intake	1186	1354	1358	3898

Total number of complaints COPA has received in 2021 with allegations of sexual misconduct are:

	Q1 2021	Q2 2021	Q3 2021	Total
Case	5	1	5	11
Allegation	5	1	10	16

As always, please let me know if you have any further questions.



CITY OF CHICAGO

CIVILIAN OFFICE OF POLICE ACCOUNTABILITY

## MEMORANDUM

**To:** The Honorable Pat Dowell  
Chairman, Committee on the Budget and Government Operations

**From:** Andrea Kersten  
Interim Chief Administrator  
Civilian Office of Police Accountability

**CC:** Manuel Perez  
Mayor's Office of Intergovernmental Affairs

**Date:** October 4, 2021

**Re:** Request for Information from Annual Appropriation Committee Hearing

**ID#:** 60-12 Case Results

---

The following information is provided in response to questions posed at our department's hearing on September 30, 2021 to discuss the proposed 2022 budget.

Alderman Hairston requested the number officer-involved shootings COPA has closed in 2021 and the findings for those closed cases.

In 2021, COPA has closed 15 officer-involved shootings. The breakdown of findings in those is below:

Q1-Q3 2021	
Closed OIS Case Finding	# of Cases
Sustained	2
Not Sustained	2
Within Policy	10
Close Hold	1

As always, please let me know if you have any further questions.