



POLICE ACCOUNTABILITY UPDATE:

City and FOP Agreement on Police Accountability Provisions

On July 26, 2021, Mayor Lightfoot announced an interim agreement between the executive board of the police officer union which—after approval by the union membership and City Council—will implement a series of important accountability changes to the police officer collective bargaining agreement (CBA).

Importantly, the proposed agreements go even further than the far-reaching accountability-reforms contemplated in the federal [Consent Decree](#) and state Criminal Justice Omnibus bill the Governor signed into law on February 22, 2021.

The proposed agreement:

- ✓ **Ends the 40-year ban on anonymous complaints** about police misconduct
- ✓ **Eliminates the requirement for sworn complainant affidavits** and provides for an expedited process (“override”) for anonymous complaints and where the complainant doesn’t want to be identified
- ✓ **Removes the requirement to destroy disciplinary records older than five years**
- ✓ Allows for a **broader of use of disciplinary records in cases involving police misconduct**, including verbal abuse
- ✓ Removes barriers to officer interrogations
- ✓ **Prohibits officers from changing their testimony** after viewing video
- ✓ Adds language that recognizes that supervisors may be acknowledged for coming forward with information about officer misconduct, and specifically **requires them to report all misconduct**
- ✓ **Adds language recognizing that officers who report potential misconduct are acting in the highest traditions of public service**, and removes the previous language that was viewed as a “ban” on rewarding/recognizing officers who report;
- ✓ Requires investigative agencies **to advise every individual being interviewed that they must be truthful.**



Below are answers to some frequently asked questions (FAQ):

Does the proposed agreement comply with the federal Consent Decree?

- All the accountability-related changes to the CBA that were contemplated in the federal [Consent Decree](#) are part of the proposed agreement.

Does the proposed agreement comply with the state Criminal Justice Omnibus Bill?

- These agreements build on and go further than the Criminal Justice Omnibus Bill the Governor signed into law on February 22, 2021.

How long will this agreement be valid?

- The current CBA with the police officer union, the Fraternal Order of Police (FOP), expired in 2017.
- The term of the new proposed agreement therefore would cover eight years: July 1, 2017 through June 30, 2025.

Does this agreement cover supervisors?

- No. However, represented supervisors are subject to very similar terms.
- Last year, Mayor Lightfoot [announced](#) a series of changes to the collective bargaining agreements with the police unions that represent the more than 1,500 sergeants, lieutenants and captains in the CPD (the PBPA).
- The agreement with the FOP includes and builds on the accountability reforms that were achieved with the supervisors (PBPA) last year.

What is next in the process for the agreement to be finalized?

- This agreement will need to be approved by the union's membership, the Workforce Committee of the City Council, and voted on by the entire City Council.
- The City and the FOP will continue to negotiate over additional operational and accountability issues, and, if necessary, go to interest arbitration to resolve any remaining disputes.

July 26, 2021