



Memorandum

TO: Kevin J. Jackson, Village Manager 

FROM: Kira Tchang, Assistant Village Manager/HR Director 

FOR: Village President and Board of Trustees

DATE: October 18, 2022

SUBJECT: Citizen Police Oversight Committee Semi-Annual Report Recommendations

The purpose of this memo is to provide the Board with additional information and context related to the Citizen Police Oversight Committee's semi-annual report which was received by the Board on September 6, 2022 via the consent agenda.

Background

The Citizen Police Oversight Committee (CPOC) derives its authority from Chapter 2, Article 30 of the Village Code which outlines the CPOC's duties as:

- A) To receive and then to refer complaints from citizens in accordance with the procedures to be promulgated pursuant to section 2-30-3 of this article, and thereafter to monitor and evaluate the processing of all citizen complaints in regard to police misconduct, including, but not limited to, allegations of discriminatory conduct and/or treatment and the use of excessive force.
- B) To monitor and evaluate the Village efforts in the Police Department in regard to racial and cultural diversity in such areas as training, recruitment, promotions and interpersonal relations; and
- C) To meet with and provide written reports to the Village Board or such standing or ad hoc committee of the Village Board as the Village Board may designate, on a semiannual basis, concerning the Committee's activities and any information and analysis of such information which the Committee may have compiled as a result of its activities during the preceding six (6) months. In addition to the required semiannual meetings and reports, the Committee may report to the Village Board on special items of concern within its purview at any time or with any degree of frequency which the Committee deems appropriate or necessary.

At their regularly scheduled meeting on July 19, 2022, the CPOC approved its regular semi-annual reporting for the period of November 2021 through June 2022 and included two recommendations.

The first recommendation was for the Board to take additional steps to improve compliance with Rule 6, General Order 7.02, Policy 422 related to the failure of officers to activate their Mobile Audio/Video (MAV) unit. In anticipation of the requirement to implement Body Worn Cameras by 2024, the Oak Park Police Department leadership changed their rules to require that officers activate the MAV unit on the scene of all calls, as opposed to only when conducting traffic stops as was previously required (the MAV units provide the audio recording for the in-car cameras that record traffic stops). The purpose of this rule change was to begin training officers to strengthen their muscle memory to activate a recording device as will be required with the body worn cameras. CPOC saw a number of so-called “MAV violations” that arose as a result of citizen complaints, however they were interested in the whole universe of “MAV violations” and not only those that arose from a citizen complaint. and requested that, for the period of the next 6 months, the Board receive a report all such violations, or at the Board’s request, direct the OPPD to report all “MAV violations” to the CPOC for the purpose of improving compliance to the policy.

In a staff memo attached to the consent agenda item to receive the report on September 6, 2022, staff misunderstood the CPOC’s request to share such data directly with the Board, and recommended that the CPOC itself not receive such additional data as it falls outside of the purview of their authority which limits the CPOC to monitoring and evaluating the processing citizen complaints and not to providing oversight over investigations that result from non-citizen complaint sources. This was an inadvertent mischaracterization of the CPOC’s request. Staff does not recommend that the Board receive the “MAV violation” data as it would be burdensome for the police department to compile the data in this way, but more importantly, the Board authorized the purchase of body worn cameras at the October 3, 2022 Board meeting and the police department will be shifting the focus from MAV device recording (which was not designed for the purpose of responding to all calls) to training officers on the actual body worn cameras. Staff does recommend that the OPPD track violations related to failure to activate body worn cameras and continue to notify the CPOC of any such violations related to citizen complaints.

The CPOC made a second recommendation related to taking the Policing Project’s 30x30 pledge which aims to increase female representation in policing to 30% of the force by 2030. Staff recommended that the OPPD move forward with this initiative and have submitted a letter of intent to the Policing Project. The pledge is a foundational effort designed to help the OPPD understand the current state of the department with regards to gender equity, understand the factors that may be driving disparities and develop and implement strategies and solutions to advance women in policing. The OPPD will report on a semi-annual basis regarding success and challenges related to implementing the pledge based around data such as departmental demographics and a review of female-friendly policies, procedures and practices within the department. More information regarding the pledge is available at: <https://30x30initiative.org/>

Next Steps

The next semi-annual report from the CPOC is estimated to be submitted to the Board in early 2023. The CPOC will continue to report on their activities and any recommendations they may for the Board of Trustees. Moving forward, it is understood that the CPOC semi-

annual reporting will be received as a part of the regular agenda.

If you have any questions, please contact Kira Tchang, Assistant Village Manager/HR Director, at (708) 358-5652 or ktchang@oak-park.us

Attachments

1. CPOC Analysis 2021.11 to 2022.06
2. Memo re: CPOC Semi-Annual Reporting

cc: Lisa Shelly, Deputy Village Manager
Ahmad Zayyad, Deputy Village Manager
All Department Heads
Christina M. Waters, Village Clerk



Citizen Police Oversight Committee

Information and Analysis for the Village of Oak Park Board of Trustees

November 2021 to June 2022

Overview

In accordance with section 2-30-1 of Village Code, the Citizen Police Oversight Committee shall, receive and refer complaints from citizens and thereafter monitor and evaluate the processing of citizen complaints. CPOC shall monitor and evaluate the Village's efforts in ensuring racial and cultural diversity within the Police Department. And on a semi-annual basis, CPOC shall meet with and provide written reports to the Village Board concerning the Committee's activities and any information and analysis of such information which the Committee may have compiled.

Complaint Process

Citizen complaints may be received by the Police Department, the Village Manager's Office, the Community Relations Department or the Citizen Police Oversight Committee. All complaints are presented to the Police Department for investigation, except under extraordinary circumstances in which (1) further basic information is needed to determine the most appropriate handling of a complaint, (2) and outside investigation of a complaint is warranted or (3) in those situations in which the citizen communication is more in nature of an inquiry than a complaint. Based on the seriousness of the allegation, the complaint is identified as formal or informal. Formal investigations are those which may result in a disciplinary order of a three-day suspension or greater. Informal investigations may result in disciplinary orders of suspension not to exceed two days.

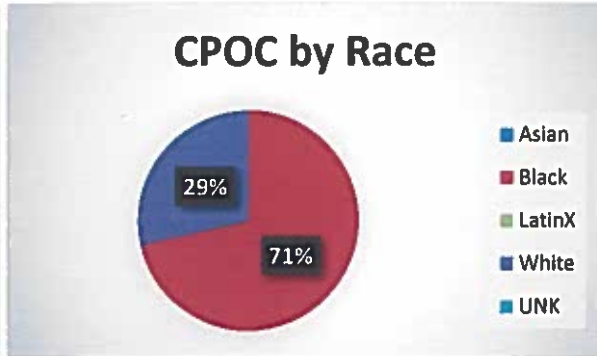
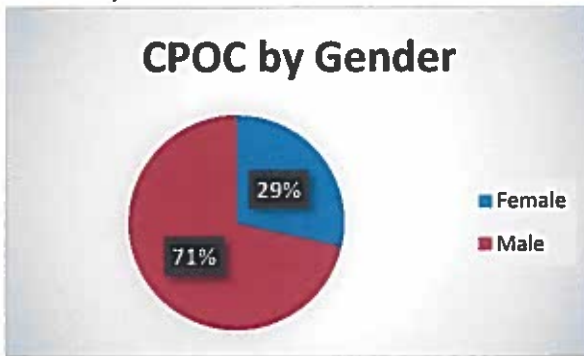
Internal investigations include a review of the complaint to determine any rule violations. These investigations may be conducted by a Watch Commander or the Internal Affairs division. All recommendations or determinations are reviewed through the chain of command to the Police Chief. The Police Chief may concur with the recommendation, overturn the recommendation or request further investigation.

Once a final determination has been made, the Department notifies the citizen complainant of any action taken or any determination based on the complaint, and further notifies the complainant of his/her right to express dissatisfaction with the outcome to the Citizen Police Oversight Committee.

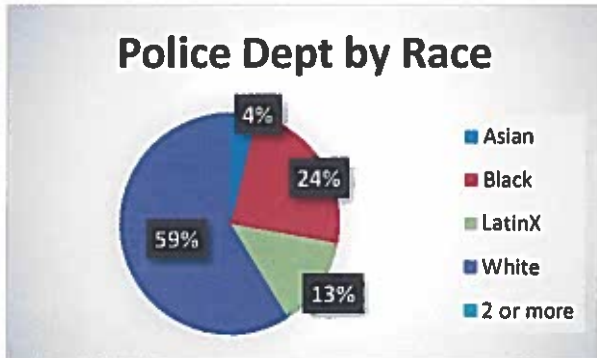
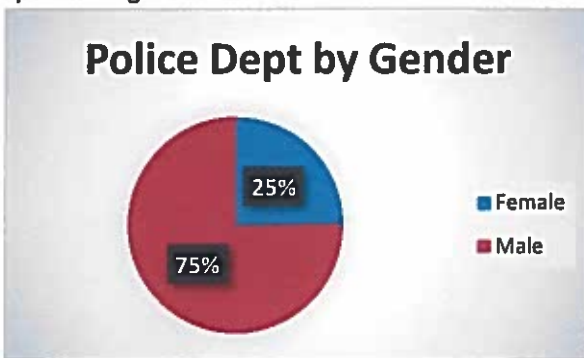
The Citizen Police Oversight Committee monitors and evaluates all citizen complaints and the subsequent investigations conducted by the Police Department. Complaints that arise as a result of dissatisfaction with the Police Department's final determination are specifically reviewed by CPOC. CPOC will then provide the Village Board with a written statement of the Citizen's dissatisfaction with the Department's handling of the citizens' complaint, the investigation report upon which the Department decision was based, and any recommendation the Committee may have.

Demographic Data

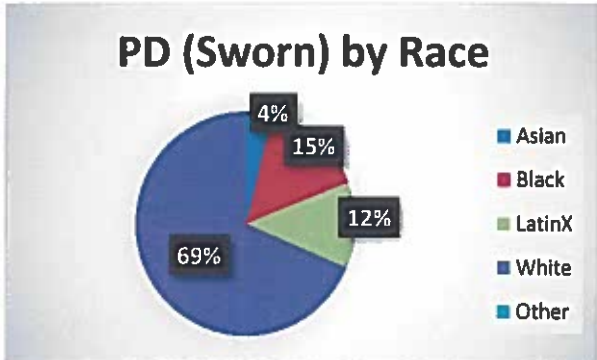
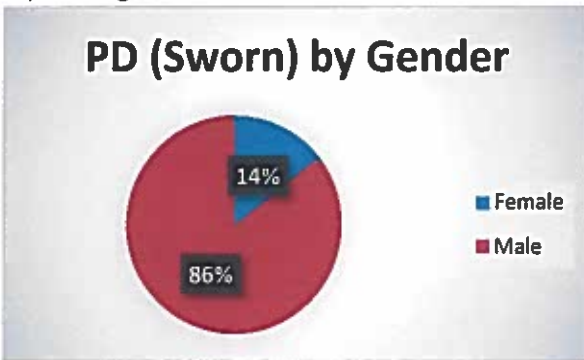
CPOC Membership = 7



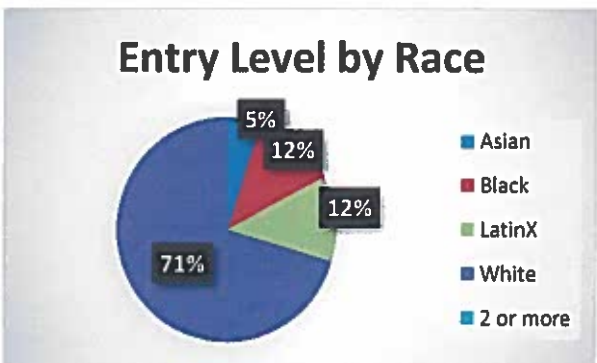
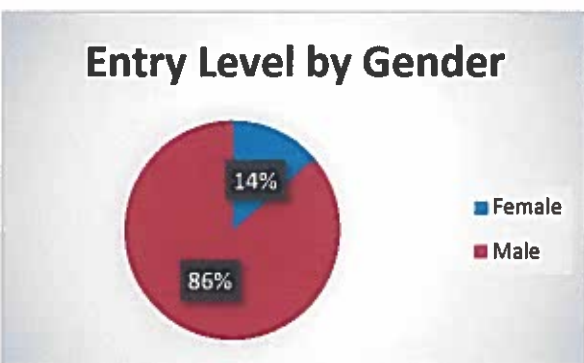
Police Dept. Staffing = 122



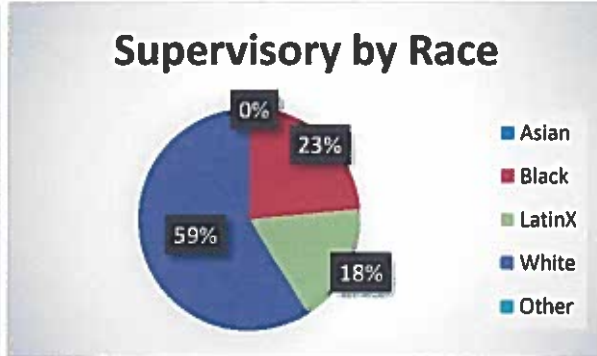
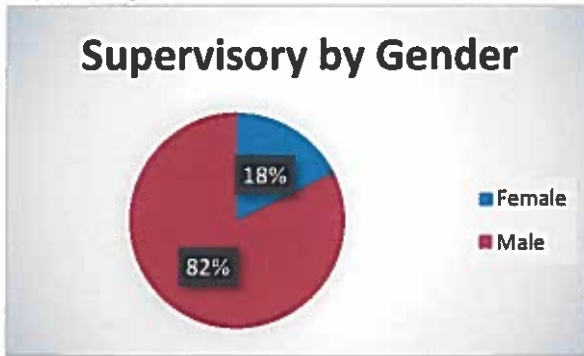
PD (Sworn) Staffing = 100



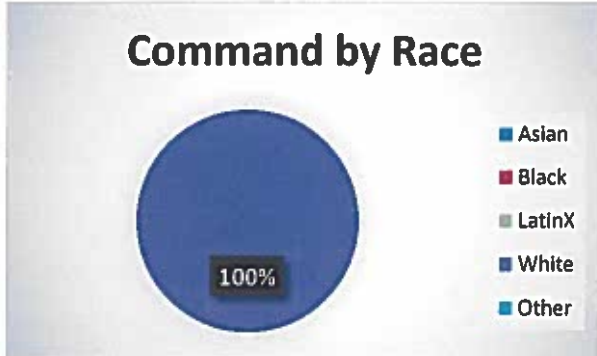
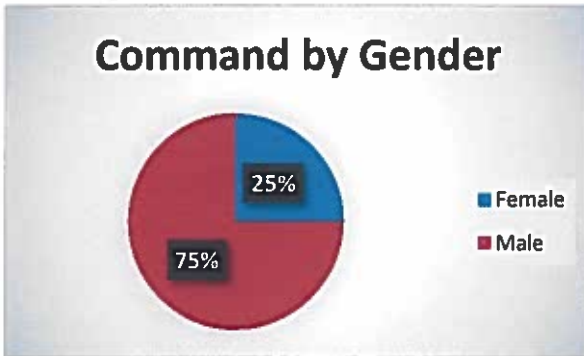
Entry Level Staffing = 77



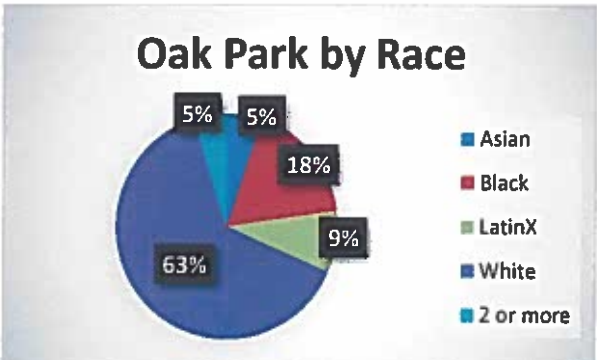
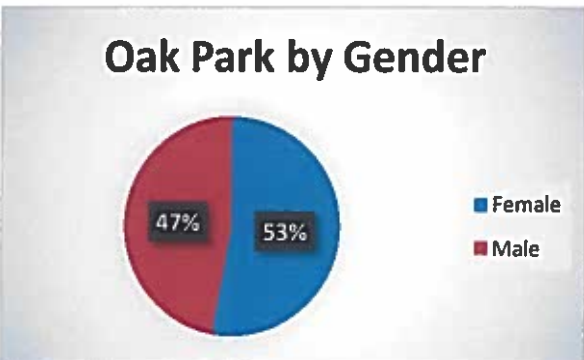
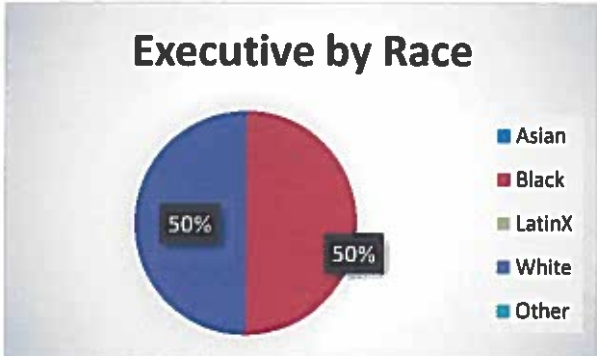
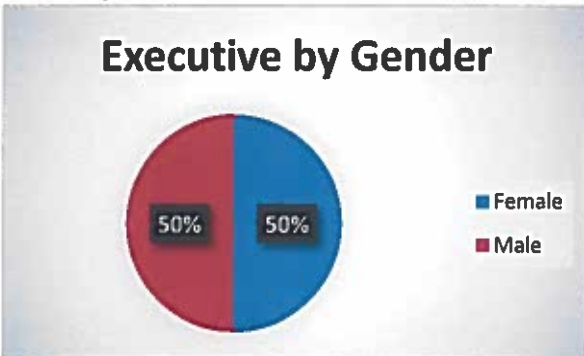
Supervisory Staffing = 17



Command Staffing = 4



Executive Staffing = 2

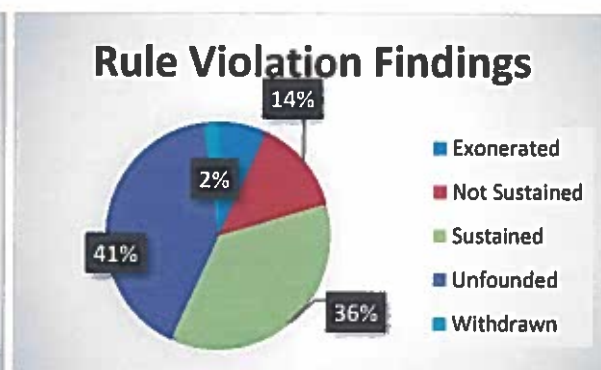


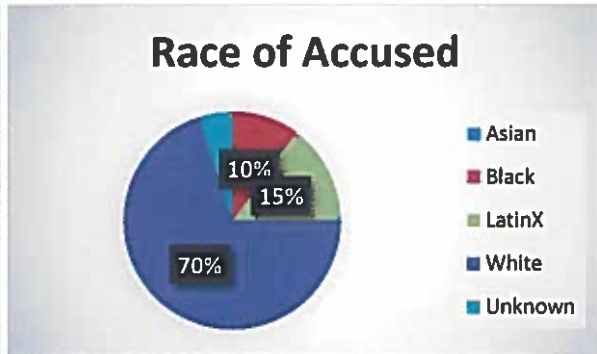
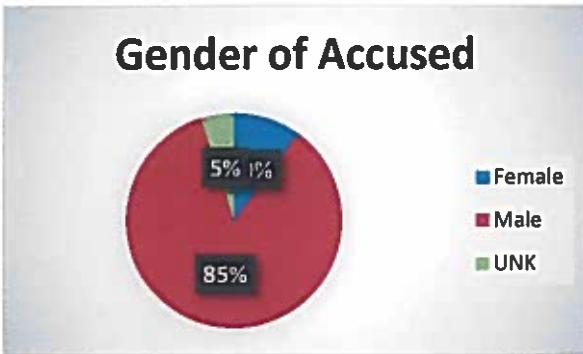
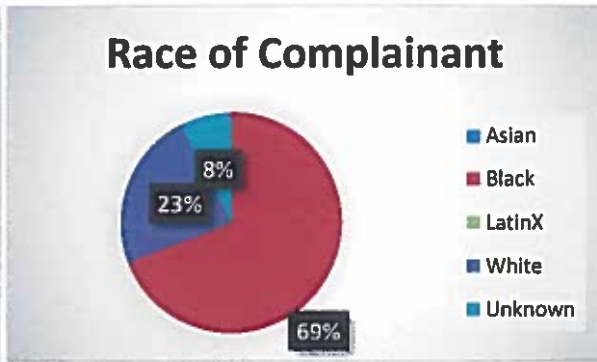
Complaint Analysis

Between November 2021 and June 2022, a total of 13 complaints were reviewed by the Citizen Police Oversight Committee including 4 complaints that were presented to CPOC in October 2021 and deferred to November 2021 pending access to audio and/or video evidence collected during these incidents or investigations. The Village Board of Trustees approved an amendment to the CPOC procedural rules on November 15, 2021 which ultimately granted CPOC access to available audio and/or video evidence.

Of the 13 complaints that CPOC reviewed, 43 rule or policy violations were investigated against a total of 20 police officers. Of the 13 complaints, 7 resulted in a finding of an officer violating Oak Park Police Department rules and general orders. The other complaints resulted in no findings of violations, and one was withdrawn. The internal investigation findings were upheld by the Citizen Police Oversight Committee by majority vote for 12 cases, and one complaint investigation result was not upheld by a vote of 4-3.

CPOC would also like to note that there were a total of 9 violations in which the MAV (mobile audio/video) system was not properly activated. The current system automatically records squad car video footage when the lights are activated, however officers are required to activate the mic pack system in order to capture audio footage when responding to a call. The Police Department is requiring all officers to utilize the mic pack system in anticipation of body worn cameras which will be required for Village of Oak Park officers by January 1, 2024.





Rules Summary

- Rule #1: Performance of Duty
- Rule #2 Conduct Unbecoming an Officer
- Rule #3/50 Unsatisfactory Performance

- Rule #3C Failure to Provide Police Service when Requested
- Rule #4 Abuse of Authority
- Rule #6: Obedience to laws, rules and regulations, policies, procedures and directives
- Rule #26 Courtesy to the general public
- Rule #41 Reporting Procedures/Integrity of Reporting System
- General Order 2.17 Prohibition of Bias Based Policing
- General Order 4.08 Deadly Force
- General Order 4.38 Use of Non-Lethal/Less-Lethal Force
- General Order 7.02 Mobile Computer/Video/Camera/Audio Recording System

Officers with Multiple Complaints since 2018

The following table contains officers with multiple complaints filed between 2018 and the current reporting period:

Officer	Complaint	Alleged Rule Violation(s)
20	19-05	3 Neglect of Duty/Unsatisfactory Performance (sustained)
	22-03	3C Failure to Provide Police Services When Requested (exonerated)
27	18-06	26 Courtesy to the General Public (not sustained)
	18-09	3 Neglect of Duty/Unsatisfactory Performance (sustained)
	18-13	3 Neglect of Duty/Unsatisfactory Performance (not sustained)
	18-13	27 Truthfulness (not sustained)
35	19-01	6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (exonerated) 26 Courtesy to the General Public (not sustained)
	19-02	3 Neglect of Duty/Unsatisfactory Performance (not sustained) 26 Courtesy to the General Public (not sustained)
	19-03	3 Neglect of Duty/Unsatisfactory Performance (not sustained) 26 Courtesy to the General Public (not sustained)
	19-04	6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (exonerated) 10 General Duty (exonerated) 26 Courtesy to the General Public (unfounded)
47	19-11	4 Abuse of Authority (exonerated) 6 Obedience to Laws, Ordinances, Rules, Regulations, Policies, Procedures, and Directives (sustained)
	21-06	26 Courtesy to the General Public (not sustained) 6 Obedience to Laws, Ordinances, Rules, Regulations, Policies, Procedures, and Directives – failure to activate MAV (sustained)
	22-01	10 General Duty (withdrawn)
59	19-07	4 Abuse of Authority (unfounded) 26 Courtesy to the General Public (unfounded)
	20-03	26 Courtesy to the General Public (unfounded)
63	19-11	3 Neglect of Duty/Unsatisfactory Performance (sustained)
	21-02	27 Truthfulness (exonerated)
71	19-09	1 Performance of Duty, Personal Conduct Use of Force (exonerated)
	21-13	6 Laws, Rules, Policies, Procedures – Failure to activate MAV (sustained) 4 Abuse of Authority (unfounded) 26 Courtesy to General Public (unfounded) 50 Unsatisfactory Performance (unfounded)

73	20-08	2 Conduct Unbecoming an Officer (not sustained) 26 Courtesy to the General Public (not sustained) 3 Neglect of Duty/Unsatisfactory Performance (sustained)
	20-10	3 Neglect of Duty/Unsatisfactory Performance (unfounded)
79	21-07	26 Courtesy to General Public (not sustained) 3 Neglect of Duty/Unsatisfactory Performance (unfounded)
	22-01	10 General Duty (withdrawn)
83	18-10	6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (exonerated) GO 2.17 Prohibition of Bias-Based Policing (exonerated)
	19-11	6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (sustained) GO 5.17 Preliminary Investigation (sustained)
	21-14	6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives – prohibition of bias based policing (unfounded) 6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives – failure to activate MAV (sustained) Rule 50 Unsatisfactory Performance (not sustained)
93 No longer on force	19-10	1 Performance of Duty, Personal Conduct, Use of Force (exonerated) 4 Abuse of Authority (exonerated) 26 Courtesy to the General Public (sustained)
	20-01	6 Obedience to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (sustained)
	19-06-A	3 Neglect of Duty, Unsatisfactory Performance (sustained) 18 Weapons; GO 4.38 use of non-lethal/less-lethal force (sustained) 41 Reporting Procedures GO 4.38 use of non-lethal/less-lethal force (sustained) GO 7.02 Failure to activate MAV (sustained) GO 4.08 Deadly Force (not sustained)
97	20-09	No Rule (exonerated)
	21-14	6 Laws, Rules, Policies, Procedures - Prohibition of Biased Based Policing (unfounded) 6 Laws, Rules, Policies, Procedures – failure to activate MAV (sustained) 50 Unsatisfactory Performance (not sustained)
102	19-10	GO 4.38 Use of Force (exonerated) 4 Abuse of Authority (exonerated)
	21-08	6 Laws, Rules, Policies, Procedures (unfounded)
112	21-09	3 Neglect of Duty, Unsatisfactory Performance (sustained)
	21-14	6 Laws, Rules, Policies, Procedures - Prohibition of Biased Based Policing (unfounded) 6 Laws, Rules, Policies, Procedures – failure to activate MAV (sustained) 50 Unsatisfactory Performance (not sustained)
114	21-05	26 Courtesy to General Public (not sustained) 6 Laws, Rules, Policies, Procedures – failure to activate MAV (sustained)
	21-08	6 Laws, Rules, Policies, Procedures – failure to activate MAV (sustained)
115	20-10	3 Neglect of Duty/Unsatisfactory Performance (unfounded)
	21-03	3 Neglect of Duty/Unsatisfactory Performance (exonerated)

Citizen Police Oversight Committee Recommendations to the Board of Trustees:

Based on CPOC's analysis of complaints, CPOC makes the following recommendations to the Board of Trustees:

Recommendation 1: Take Additional Steps to Improve Compliance with Rule 6/GO 7.02/Policy 422

Of the 42 alleged Rule violations reviewed during this period, there were **10 internally-issued violations for officers failing to activate their Mobile Audio/Video (MAV) Unit**. Background: Once on the scene of a call, OPPD officers are required to activate their MAV units (OPPD Rule 6/GO 7.02 and/or Policy 422). Failure to do so has resulted in OPPD leadership lodging this additional rule violation which is typically accompanied by a recommendation of coaching/counseling. Over the past several months, OPPD leadership has emphasized adherence to this Rule/GO/Policy in anticipation of the body-worn cameras that will be issued to officers within the next year or so. The Chief's goal, as shared with CPOC members, is for officers to "strengthen their muscle memory" to ensure compliance with upcoming policies regarding use of body-worn cameras. CPOC members support this goal and commend OPPD leadership for taking these steps.

Since the CPOC only reviews Rule violations that stem from citizen complaints, we have no way of knowing the full extent of MAV violations that may be occurring within OPPD. As you can see in this Report, 24% of alleged violations we reviewed in this reporting period were for MAV. Those violations were found in 42% of the reviewed cases. This high occurrence of MAV violation is troubling to CPOC members, and while we acknowledge that OPPD leadership is taking steps to remedy this situation, we are concerned that there are many more occurrences of failure to activate MAV than what is reported here.

The CPOC recommends that over the next 6 months OPPD leadership review all officer calls, stops, and interactions where an officer's MAV unit should be activated according to Rule 6/GO 7.02 and/or Policy 402 and that each instance of non-compliance results in appropriate officer intervention (coaching, counseling, reprimand, etc.). We further recommend that OPPD share this data including (1) date, (2) call type, (3) anonymized officer ID, and (4) corrective action taken, with the Board or at the Board's direction, with the CPOC as part of our monthly meetings. We recognize that this reporting may be burdensome to OPPD leadership if such data is not already being collected and analyzed. However, with body-worn cameras on the near-term horizon in Oak Park we believe that it's critical that activating MAV/camera units is a deeply ingrained habit for every OPPD officer as soon as possible - and certainly by the time body-worn cameras are issued.

Recommendation 2: Take Specific Action to Improve Recruitment and Retention of Female Officers

According to the [Policing Project's 30x30 initiative](#), and this [2021 Pew Report](#), women represent around 12% of sworn police staff nationwide. In Oak Park, our numbers are slightly better with almost 15% of our force being women (see OPPD Personnel Allocation Table below). Even so, considering that **women account for almost 53% of Oak Park's population, female representation within OPPD remains lacking in our Village**. Background: Research suggests that women in policing are less likely to use force; are named in fewer complaints and lawsuits; are perceived by communities as being more honest and compassionate; make fewer discretionary arrests, especially of non-white residents; and see better outcomes for crime victims, especially in sexual assault cases. OPPD leadership relates that police recruitment is low overall and that recruitment of female officers has proven especially difficult in recent years. CPOC members appreciate these difficulties and believe that the Village and OPPD will need to take very deliberate steps if we are to attract and retain female officers here in our Village. Based on the [research of what works in gender representation/policing](#), we believe it is critical that the Village commit to taking these steps.

The 30x30 initiative aims to increase women representation in policing to 30% by the year 2030. It is focused on collecting, processing, and redistributing accurate data on hiring and retention; providing evidence-based assistance to departments; identifying and removing barriers to entry for female candidates; and forwarding the academic study of women in law enforcement. Admittedly, the project is data-heavy; participants must be actively engaged and pledge to complete certain tasks. While CPOC acknowledges that OPPD staffing is down which creates even more work for current department members, it's our belief that any effort required by pledging to this initiative is time well spent to (1)

improve recruitment success, (2) increase gender diversity within OPPD, and (3) benefit the Oak Park community overall.

The CPOC recommends that the Board, Village Manager, and OPPD Leadership [take the 30x30 pledge](#) to increase representation of women within OPPD, ensure that our policies and procedures are free of all bias; promote equitable hiring, retention, and promotion of women officers; and ensure that our policing culture is inclusive, respectful, and supportive of women in all ranks and roles.

Complaint #	Date Received	Time of Incident	Date Reported	Days	Complainant Gender	Complainant Race	Police Zone	CPOC Review	Accused #	Accused Gender	Accused Race	Rule Violation	Internal Investigation Findings	Disciplinary Action	CPOC Action
21-08	3/25/2021	1369	6/10/2021	118	M	W	N/A	10/19/2021 & 11/16/2021	103	M	W	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives	Unfounded	N/A	Upheld (8 App, 0 Neg)
21-08	3/25/2021	1369	6/10/2021	118	M	W	N/A	10/19/2021 & 11/16/2021	114	F	W	Rule 89: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives	Unfounded	N/A	Upheld (8 App, 0 Neg)
21-08	3/25/2021	1369	6/10/2021	118	M	W	N/A	10/19/2021 & 11/16/2021	118	F	W	Rule 89: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	None	Upheld (8 App, 0 Neg)
21-10	6/5/2021	2141	6/16/2021	42	F	W	N/A	10/19/2021 & 11/16/2021	C031	M	H	Rule 82: Conduct Unbecoming an Officer	Sustained	Terminated pursuant to LCA	Upheld (8 App, 0 Neg)
21-11	6/13/2021	210	10/9/2021	49	M	B	0	10/19/2021 & 11/16/2021	37	M	B	Rule 84: Abuse of Authority	Not Sustained	N/A	Upheld (8 App, 0 Neg)
21-11	6/13/2021	210	10/9/2021	49	M	B	0	10/19/2021 & 11/16/2021	82	M	B	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Coaching & Counseling	Upheld (8 App, 0 Neg)
21-17	6/11/2021	2730	10/5/2021	18	M	B	3	10/19/2021 & 11/16/2021	119	M	W	Rule 84: Abuse of Authority	Unfounded	N/A	Upheld (8 App, 0 Neg)
21-17	6/17/2021	2230	10/9/2021	18	M	B	3	10/19/2021 & 11/16/2021	119	M	W	Rule 826: Courtesy to the General Public	Sustained	Written Reprimand and Training	Upheld (8 App, 0 Neg)
19-06	6/13/2019	1715	10/24/2021	829	F	B	0	N/A	09	M	W	General Order 4: 08 Deadly Force	Not Sustained	N/A	Upheld (8 App, 0 Neg)
19-06	6/13/2019	1715	10/24/2021	829	F	B	0	N/A	09	M	W	Rule 83: Unsatisfactory Performance	Sustained	3 Day Suspension	Upheld (8 App, 0 Neg)
19-06	6/13/2019	1715	10/24/2021	829	F	B	0	N/A	09	M	W	General Order 4: 08 Use of Non-Lethal/Less Lethal Force	Sustained	2 Day Suspension	Upheld (8 App, 0 Neg)
19-06	6/13/2019	1715	10/24/2021	829	F	B	0	N/A	09	M	W	Rule 81: Regulating Procedural/Activity of Recording Systems	Sustained	2 Day Suspension	Upheld (8 App, 0 Neg)
19-06	6/13/2019	1715	10/24/2021	829	F	B	0	N/A	09	M	W	General Order 7: 03 Mobile Computer/Award/Camera/Audio Recording System	Sustained	2 Day Suspension	Upheld (8 App, 0 Neg)
21-15	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	1	M	W	Rule 84: Abuse of Authority	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	1	M	W	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Coaching & Counseling	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	1	M	W	Rule 826: Courtesy to the General Public	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	1	M	W	Rule 83: Unsatisfactory Performance	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	108	M	H	Rule 84: Abuse of Authority	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	108	M	H	Rule 84: Abuse of Authority	Sustained	Coaching & Counseling	Upheld (8 App, 2 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	108	M	H	Rule 826: Courtesy to the General Public	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	108	M	H	Rule 83: Unsatisfactory Performance	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	71	M	B	Rule 84: Abuse of Authority	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	71	M	B	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Coaching & Counseling	Upheld (8 App, 3 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	71	M	B	Rule 826: Courtesy to the General Public	Unfounded	N/A	Upheld (8 App, 3 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	71	M	B	Rule 83: Unsatisfactory Performance	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	51	M	B	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Written Reprimand	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	51	M	B	Rule 826: Courtesy to the General Public	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	51	M	B	Rule 83: Unsatisfactory Performance	Sustained	Written Reprimand	Upheld (8 App, 1 Neg)
21-11	6/21/2021	1817	1/15/2022	116	F	B	0	2/15/2022	51	M	B	Rule 83: Unsatisfactory Performance	Unfounded	N/A	Upheld (8 App, 1 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	112	M	W	General Order 2: 17 Prohibition of Bad Based Policing	Not Sustained	N/A	Not upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	112	M	W	Rule 83: Unsatisfactory Performance	Not Sustained	N/A	Not upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	112	M	W	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Coaching & Counseling	Upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	97	M	W	General Order 2: 17 Prohibition of Bad Based Policing	Not Sustained	N/A	Not upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	97	M	W	Rule 83: Unsatisfactory Performance	Not Sustained	N/A	Not upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	97	M	W	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Coaching & Counseling	Upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	97	M	W	General Order 2: 17 Prohibition of Bad Based Policing	Unfounded	N/A	Not upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	97	M	W	Rule 83: Unsatisfactory Performance	Not Sustained	N/A	Not upheld (8 App, 8 Neg)
21-14	6/8/2021	1330	11/20/2021	83	F	B	3	12/21/2021	97	M	W	Rule 88: Obeyance to Laws, Ordinances, Rules and Regulations, Policies, Procedures and Directives (MAV)	Sustained	Written Reprimand	Upheld (8 App, 8 Neg)
21-15	10/1/2021	1016	11/16/2021	74	F	B	N/A	12/21/2021	105	M	W	Rule 81: Performance of Duty	Unfounded	N/A	Upheld (7 App, 0 Neg)
21-18	10/19/2021	1600	11/16/2021	84	F	W	6	12/21/2021	72	M	W	Rule 826: Courtesy to the General Public	Unfounded	Training	Upheld (7 App, 0 Neg)
21-17	11/19/2021	1949	4/18/2022	140	M	B	5	4/18/2022	UNR	UNR	UNR	Rule 81: Unsatisfactory Performance	Not Sustained	N/A	Upheld (5 App, 1 Neg)
22-01	3/24/2022	1960	4/21/2022	64	F	B	7	5/25/2022	47	M	W	Unfounded	N/A	N/A	Upheld (8 App, 0 Neg)
22-01	3/24/2022	1960	4/21/2022	64	F	B	7	5/25/2022	79	M	F	Withdrawn	N/A	N/A	Upheld (8 App, 0 Neg)
22-01	3/25/2022	2121	5/16/2022	55	M	W	4	5/16/2022	20	M	W	Rule 83: Failure to Provide Police Service when Requested	Unfounded	N/A	Upheld (8 App, 0 Neg)
22-09	1/24/2022	1006	6/13/2022	171	F	B	5	6/13/2022	24	M	W	Rule 83: Failure to Provide Police Service when Requested	Unfounded	N/A	Upheld (7 App, 0 Neg)



Date: August 26, 2022

To: Village President Vicki Scaman and Village Board of Trustees

Cc: Village Manager Kevin J. Jackson

Fr: Kira Tchang, Assistant Village Manager/HR Director

Re: CPOC Semi-Annual Reporting

Article 30, Sections 2-30-1 through 2-30-5 of the Village Code, establishes the Citizen Police Oversight Committee (CPOC) as an advisory committee to the President and Board of Trustees with the following responsibilities:

- A) To receive and to then refer complaints from citizens in accordance with the procedures to be promulgated pursuant to section 2-30-3 of this article, and thereafter to monitor and evaluate the processing of all citizen complaints in regard to police misconduct, including, but not limited to, allegations of discriminatory conduct and/or treatment and the use of excessive force.
- B) To monitor and evaluate Village efforts in the Police Department in regard to racial and cultural diversity in such areas as training, recruitment, promotions and interpersonal relations.
- C) To meet with and provide written reports to the Village Board or such standing or ad hoc committee of the Village Board as the Village Board may designate, on a semiannual basis, concerning the Committee's activities and any information and analysis of such information which the Committee may have compiled as a result of its activities during the preceding six (6) months. In addition to the required semiannual meetings and reports, the Committee may report to the Village Board on special items of concern within its purview at any time or with any degree of frequency which the Committee deems appropriate or necessary. (Ord. 16-073, 6-6-2016).

In this report, which reflects the CPOC's activities from November 2021 through June of 2022, the Committee has made two recommendations:

One recommendation is to provide data to the CPOC regarding officers' failure to utilize Mobile Audio/Video Units (MAV) regardless of whether such violation was connected to a citizen complaint. This request is in the interest of improving officers' "muscle memory" with activating body-worn recording devices, with the pending implementation of body worn cameras. Staff agrees that developing these skills is valuable, however recommends the delay of providing such non-citizen complaint-related data to CPOC until such time that the receipt of such data would fall under the authority of the CPOC.

The CPOC has also recommended that the Village Board, Village Manager and Police Department leadership take the 30x30 pledge which is designed to increase representation of women within policing to 30% by 2030. This recommendation is tied to the CPOC's efforts to monitor and evaluate racial and cultural diversity in the area of recruitment. Staff are in support of this recommendation.



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