

ORDER

WHEREAS, the City of Chicago has a duty to ensure all residents feel and are safe and secure in their homes, workplaces, schools, and communities; and

WHEREAS, Chicago Police Department (Department) response times for 911 calls vary across the Department's 22 police districts; and

WHEREAS, in 2022, the Department released response-time data in response to a federal civil rights lawsuit. The data shows that response times in certain majority-Black south side neighborhoods are on average longer than other communities within Chicago; and

WHEREAS, workforce allocation studies analyze data to help police departments distribute personnel resources to maintain sustainable and adequate staffing coverage, meet public safety needs, and eliminate disparities in police response times; and

WHEREAS, workforce allocation studies are standard for police departments and have been completed by major cities including San Diego, San Francisco, and Houston; and

WHEREAS, staffing models are used to adjust personnel routinely at various intervals throughout the year in cities including Los Angeles and New York City; and

WHEREAS, the 2019 federal consent decree requires the Department to develop a staffing model that considers "data-driven resource allocation methods incorporating district-specific factors, including, but not limited to, calls for service, public violence, and property crime"; and

WHEREAS, consent decree paragraph 356 states that "CPD will ensure that it makes staffing and allocation decisions that provide for:

- a. the number of patrol field supervisors to ensure span of control and unity of command as required in this Part;
- b. the number of well-trained, qualified FTOs, as required in Part H of the Training section of this Agreement;
- c. the number of well-trained, qualified staff to train recruits and officers, as required in Part D of the Training section of this Agreement;
- d. the number of well-trained, qualified staff to conduct timely misconduct investigations, as required in the Accountability and Transparency section of this Agreement;
- e. the number of certified CIT Officers, as required in Part D of the Crisis Intervention section of this Agreement; and

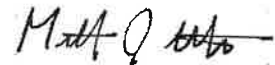
- f. the number of officer assistance and wellness staff as required in the Officer Wellness and Support section of this Agreement"; and

WHEREAS, the Department commissioned two partially completed workforce allocation studies, including one in 2016 by an independent consultant, and another in 2019 by the University of Chicago Crime Lab (Crime Lab), which did not take into account all of the requirements of consent decree paragraph 356; and

WHEREAS, Chicago stands to benefit from a complete, comprehensive, data-driven workforce allocation study to make equitable and transparent staffing deployment and assignment decisions; now, therefore,

BE IT ORDERED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

1. That the Chicago Police Department (Department) shall contract with a third party to conduct a workforce allocation study of the Department; and
2. That the Department shall, in consultation with the Deputy Mayor for Community Safety and the Chairs of the City Council Committees on Police & Fire and Ethics & Government Oversight, identify and enter into an agreement with a third party within 90 days after the passage and publication of this order to develop the workforce allocation study; and
3. That the third party shall deliver the workforce allocation study to the Department by July 1, 2024. The Department shall deliver a complete copy of the study to the Mayor and the full City Council within 10 days of receipt. The Department shall also release a complete copy of study to the public within 10 days of receipt; and
4. That the study shall develop a data-driven allocation methodology inclusive of the requirements of consent decree paragraph 356 that shall be used moving forward to adjust Departmental staffing at least once a year; and
5. That a Joint Committee of the Committees on Police & Fire and Ethics and Government Oversight shall hold a hearing to take place within 30 days of the released study.



Matthew J. Martin
Alderman, 47th Ward