

IN THE UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

STATE OF ILLINOIS,) Case No. 17 C 6260
)
Plaintiff,)
)
v.)
)
CITY OF CHICAGO,) Chicago, Illinois
) August 12, 2025
Defendant.) 1:02 p.m.

TRANSCRIPT OF PROCEEDINGS - PUBLIC HEARING
BEFORE THE HONORABLE REBECCA R. PALLMEYER

APPEARANCES:

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Also Present: Joy Brown, OPSA, City of Chicago
Jill May, DHR, City of Chicago
Superintendent Larry Snelling, CPD

Court Reporter: HANNAH JAGLER, RMR, CRR, FCRR
Official Court Reporter
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PROCEEDINGS REPORTED BY STENOTYPE
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1 (Proceedings commenced by video:)

2 THE COURT: Okay. Great. Good afternoon, everyone.
3 We're here for our monthly status update and public hearing on
4 our progress with respect to the Consent Decree.

5 I want to begin by thanking you for being here.
6 Looking forward to hearing from at least some of you. And
7 reminding you that the record is being made by the court
8 reporter, and that is not only the official record but it's the
9 only appropriate record. And you must not be broadcasting,
10 recording, or otherwise trying to convey the proceedings
11 publicly, online, or in any other way. That's a matter of
12 court rules and court policy.

13 I think we're going to hear brief opening remarks from
14 the Monitor.

15 MS. HICKEY: Yes, Your Honor.

16 Thank you very much and thank you for convening this
17 monthly status hearing. For those of you joining for the first
18 time, my name is Maggie Hickey and I'm the Independent Monitor
19 for the Consent Decree.

20 In today's hearing, you will hear from the City of
21 Chicago, the Chicago Police Department, and the Office of the
22 Attorney General regarding the CPD's Know Your Rights campaign
23 and updates on the implementation of the DCI Consulting Group
24 recommendations regarding promotion processes.

25 Last month, we did go over the allotted time for the

1 public hearing and the parties and I have worked together to
2 make some updates to today's agenda to make sure we are able to
3 delve deeper into topics without going over time.

4 Originally, the parties had intended to also discuss
5 updates on the early intervention system and field training
6 officers, but those updates will now be provided on a later
7 date. When agendas are set or revised, the Independent
8 Monitoring Team will work to keep those agendas updated on our
9 website, CPDMonitoringTeam.com.

10 Before turning it over to the City of Chicago and the
11 CPD for their presentations, I wanted to first highlight that
12 on July 30th, 2025, the Independent Monitoring Team provided
13 the parties with a draft Monitoring Report for the 12th
14 reporting period. This draft report provided our assessments
15 of the City of Chicago and the CPD's compliance efforts through
16 June 30th of 2025, as we continue to work with the parties to
17 file and release the report, which will be in early October.

18 And finally, as a reminder, next month's public
19 hearing will include opportunities for public comment and will
20 take place on Tuesday, September 9th, from 1 to 4:30 p.m. That
21 will be virtually again by Zoom. The Court does intend to host
22 a Saturday public hearing in the first quarter of 2026.

23 With that, Your Honor, I'd like to turn it over to the
24 City and CPD for their presentations. Thank you very much.

25 THE COURT: Thank you.

1 Mr. Slagel?

2 MR. SLAGEL: Sure. Good afternoon, Your Honor.

3 We have two presentations for you today. But as we've
4 done in the past, to make sure that we communicate as much as
5 possible on upcoming engagements, first you see here is
6 engagements on the City's deescalation-use of force policies.
7 And if people are interested in participating in any of those,
8 you can scan the QR code. Keep this up for a moment and then
9 we'll put this screen up again, Your Honor, at the end of our
10 presentation. So if anybody misses it or joins late, they'll
11 have that opportunity.

12 With that, I'll turn it over to Mike Milstein, who
13 will be doing a presentation on the City's Know Your Rights
14 campaign.

15 MR. MILSTEIN: Good afternoon. Can everybody hear me
16 okay?

17 THE COURT: Yes.

18 MR. MILSTEIN: Awesome. Great.

19 Good afternoon, everyone. Good afternoon, Judge.
20 Thank you for the opportunity to give this presentation today.
21 My name is Mike Milstein. I'm a deputy director with the
22 Office of Equity & Engagement for Chicago Police Department.
23 I'm grateful to talk about our Know Your Rights campaign.

24 So just a quick update and kind of a quick overview of
25 how the campaign came to be. It really started with Paragraph

1 28 of the Consent Decree, which states that CPD will, with the
2 assistance of the Office of Community Policing, institute a
3 public awareness campaign with the public at least once a year
4 about various topics related to individual rights. And then
5 further with Paragraph 866, added additional language around
6 investigatory stops, pat-downs, and the enforcement of
7 loitering ordinances as part of the public ordinance campaign.

8 So CPD first launched its Know Your Rights campaign
9 back in 2020 with what we called at the time Ask CPD. We
10 partnered with Communities Partnering 4 Peace, CP4P; Youth
11 District Advisory Council, and other individuals for the
12 campaign.

13 We collected real questions from people and recorded
14 CPD's members responding to those questions. Those videos and
15 responses of the officers answering those questions were posted
16 publicly on the CPD web page and also on our CPD YouTube pages.

17 Next slide. The three videos that were published
18 addressed the following topics: Accountability systems and
19 ways to file complaints of police misconduct, rules around
20 officers activating or deactivating body-worn cameras, the
21 public's rights to film or photograph officers in performing
22 their duties, racial profiling and harassment by CPD officers,
23 and rights when being questioned by police.

24 Then this slide here will identify three videos that
25 were created at the time. There are links and QR codes for

1 where you can find each of these videos. And, again, each of
2 these videos are also currently available on our CPD web page
3 for the Know Your Rights campaign, which we'll highlight at the
4 end here.

5 In 2021, we made our first update on the campaign. At
6 that time, we partnered with DePaul University's Digital
7 Communication and Media Arts program, where we engaged students
8 in developing ideas for a revamped campaign.

9 The group of students were split into four different
10 groups. Each group was given a task developing a campaign
11 proposal that they then presented to CPD where one campaign was
12 selected and was moved forward into the adoption of CPD's Know
13 Your Rights campaign.

14 Following selecting that one campaign, CPD continued
15 to work with Professor Marshall Goldman, who was a professor of
16 that program, to help implement the campaign proposal that we
17 ultimately selected.

18 This slide here just shows some of the examples of the
19 ads that were created by the DePaul University students. They
20 identified slogans or tag lines like, "Knowing where you live
21 is easy" or "Learning the lineup is easy. So is knowing your
22 rights."

23 And we added the QR code for -- where you can learn
24 more. But again, these were ads that were created directly by
25 marketing students at DePaul University for this campaign.

1 With those ads, CPD purchased a digital ad buy via
2 Facebook and Instagram in 2021 in 18 zip codes in Chicago that
3 we had identified as having the highest rates of interactions
4 with police. Those ads ran about -- throughout the summer
5 months and into the late fall of 2021. We also updated our
6 website to match the theme of the campaign, and those same
7 videos from the campaign launch were continued to be included.

8 And we also added additional questions with written
9 answers. We also had a public e-mail that was also shared and
10 invited the public to e-mail any questions about their rights
11 to CPD, which we were able to respond to.

12 In 2021, we continued with those same advertisements.
13 In 2021, purchased CTA ads on buses and trains on the Red,
14 Orange, Green, Pink, and Blue Lines. We also added ads located
15 in high-traffic train stations. The ads were launched in early
16 summer and ran through mid fall when CTA traffic tends to be
17 higher.

18 We also had physical brochures and other flyers that
19 were created to match the digital ads and we were able to pass
20 those physical materials out at dozens of events, engagements
21 throughout the summer months in 2022. And at the bottom here,
22 we just list some of the Chicago events, neighborhood festivals
23 that our team actually had booths at, where we were actually
24 able to give out these physical materials.

25 In 2023, we continued the campaign with another CTA ad

1 buy, again, those same advertisements that we just saw. We had
2 continued to use the public website, the physical brochures and
3 fliers, handed out at CPD and Chicago events.

4 We also introduced in 2023 what we call Know Your
5 Rights Roundtables. These were hosted in partnership with
6 local community organizations and institutions where we covered
7 topics like traffic stops, investigatory stops, complaint
8 procedures, and other youth specific concerns. We made sure
9 that all of these roundtables were inclusive of different
10 language needs or disability accessibility.

11 Another purpose of these roundtables was just to have
12 more direct back-and-forth communication and dialogue with
13 folks in communities around, you know, the best way for us to
14 learn about the -- the best way for us to inform the public
15 about what their rights are, really having those dialogues to
16 understand, you know, communities' perceptions of police
17 interactions and a better way for us to learn directly from
18 communities who are most impacted.

19 Some of the roundtable partners that we worked with
20 are included here at the bottom. They include the Greater
21 Roseland Chamber of Commerce, Metropolitan Family Services,
22 North Lawndale Employment Network, public libraries, and City
23 Colleges of Chicago.

24 In 2024, we had another campaign refresh. We had been
25 using those same graphics for about three years, but we figured

1 it was a good time to do a refresh. We continued to contract
2 with Marshall Goldman, who was that same professor from DePaul
3 University, but this time they worked with him through his
4 marketing firm, which is the LeftHand Agency, where he assisted
5 in developing an update on the graphics for the campaign.

6 The updated campaign graphics were designed to be
7 responsive to community feedback that we had heard throughout
8 the prior years of the campaign. Again, thinking about when we
9 held those roundtables, a lot of the feedback that we got from
10 the community was they felt like our campaigns should be more
11 empowering of individuals. And so that's where tag lines such
12 as "Empowered not powerless, know your rights" came from. It
13 was really direct feedback from the community to make our
14 campaign a little bit more empowering.

15 In 2024, we updated our website to match the new
16 graphics. We continued purchasing CTA ads throughout the
17 summer months, but this time, again, with the new graphics. We
18 updated all of our physical brochures, continued to be
19 distributed at public engagements, continued holding
20 roundtables throughout the year. And then we also in 2024
21 added additional questions and information about rights around
22 investigatory stops and traffic stops.

23 This slide here just shows some examples, real life
24 examples of the current ads that are being used both in 2024
25 and currently right now, this summer. These are actual photos

1 that we were provided by the CTA. And as you can see, you
2 know, the tag lines range from different intentionally
3 empowering tag lines just to make sure folks feel more
4 empowered to learn about their rights.

5 Our current campaign is running through the middle of
6 October 2025. We did launch our CTA ads last month. We have
7 made sure that all of our districts, all of our community focus
8 units in CPD have the updated materials and are able to
9 distribute those brochures and flyers at public engagements.
10 Our website does remain live and still active with all of the
11 updated campaign materials.

12 So an overall kind of summary to close out here is,
13 you know, really since launching in 2020, we've continued to
14 grow our Know Your Rights campaign each year. The graphics for
15 the campaign are updated really approximately every three years
16 or so. Campaign materials at this point include digital ads,
17 CTA ads, physical brochures and flyers, a public website with
18 questions and videos, public engagements, and roundtables.

19 And what I really want to stress is we don't view this
20 campaign as a one-and-done campaign. This campaign is really
21 ongoing. It does not end. Even though we may only have CTA
22 ads for a few months of the year, we always have physical
23 materials. We always have our website that talks about
24 individual rights. So we don't look at this campaign as just
25 only spanning a couple months of the year. The campaign is

1 ongoing. It does not end. It continues 24-7.

2 And so that concludes this presentation. I appreciate
3 the time and I'm happy to take any questions.

4 THE COURT: Thank you, Mr. Milstein.

5 Are there questions about this presentation, this Know
6 Your Rights campaign issue?

7 All right. Well, thanks for the update. I do like to
8 see, you know, that you're continuing to think about how best
9 to get this message out. It's useful.

10 I think we're ready to hear then brief remarks from
11 the OAG about this same issue. Is that right?

12 MR. LOWRY: Your Honor, that's correct. Can you hear
13 me?

14 THE COURT: Yes.

15 MR. LOWRY: First of all, good afternoon, Your Honor,
16 and members of the community that are here. My name is William
17 Lowry, Jr. I'm an assistant attorney general for the Civil
18 Rights Bureau of the Illinois Attorney General's Office.

19 Before I start, I want to briefly again thank you,
20 everybody, for being here today and spending your time this
21 afternoon to hear about these topics.

22 Today, as the judge already said, I'm going to speak
23 about Know Your Rights campaign which you just heard about. I
24 want to stress the importance to everybody, especially as a
25 member of the Chicago community but a lifelong Chicagoan, the

1 importance of this information, the importance of these
2 opportunities and resources being available all year round to
3 everybody in Chicago. Knowing your constitutional rights and
4 having that information is one of the most important things you
5 can have as a citizen of this city.

6 Now those rights, I want to talk about those. Those
7 rights and the ability to properly assert them are more
8 important today than ever, to make sure that the rule of law
9 works in the way that we all want it to, so that it benefits
10 the people of the City of Chicago that it is meant to protect
11 and serve.

12 I cannot emphasize enough how crucial it is for every
13 person in Chicago to be educated about their rights and to
14 access this information. It is of the utmost importance for
15 safety and wellbeing of every community.

16 As a background, I want to briefly touch on, again,
17 CPD's efforts of outreach with their public awareness campaign
18 to inform the public. Now, Your Honor, these requirements are
19 under the Consent Decree pursuant to Paragraph 28 of the
20 Community Policing section. Today, I want to specifically
21 highlight CPD's work with outside expertise, again, as you
22 already heard, Professor Marshall Goldman of the LeftHand
23 Agency, to develop and expand their campaigns over the years.

24 Now we appreciate their partnership with these outside
25 experts to make sure that their ads and their campaigns are

1 updated routinely. Now this means for us in the modern age,
2 digital ads, Your Honor, digital ad stations, QR codes, things
3 like that that could bring more access to everybody. But also
4 combining those more modern methods with traditional methods of
5 outreach, such as signs, your billboards, things of that
6 nature, physical brochures, to make sure everybody can save and
7 share this information amongst themselves moving forward.

8 Additionally, we appreciate CPD's community
9 engagement. Now Director Milstein touched on that, but we
10 appreciate partnering with community organizations to do
11 community-hosted neighborhood events, so in the neighborhoods,
12 in the districts, hosted by members of the community, advocacy
13 groups, things of that nature.

14 We are also grateful for CPD's civilian staff members,
15 not sworn officers, but civilian staff members, for going out
16 in these communities, letting themselves be known, introducing
17 themselves, and talking to folks about these rights from a
18 perspective of someone who's not just an officer as well.

19 And that includes, again, we heard Bud Billiken Day
20 Parade, Taste of Chicago, things of that -- going out even in
21 those events that are not as formal but more fun so that they
22 can give that information in different settings. And we
23 encourage CPD to continue doing this work. Because again,
24 widespread accessibility to this information so that as many
25 people as possible can have it is the most important thing.

1 Now with those positive aspects noted, we also want to
2 note on a couple other things moving forward as this campaign
3 continues to grow and develop. Our office has recommended
4 certain improvements in this ongoing process. We understand,
5 again, as Director Milstein said, that it will continue to
6 develop. But with that, there are certain things we think can
7 be effective in continuing to move this forward each and every
8 year.

9 First, we want to say we are encouraged by outside
10 expertise and partners, as we already said, so that CPD can
11 stay, continue to stay ahead of curve in the ever-changing
12 environment, including with technology and how youth interact
13 with technology and outreach.

14 We also want to recommend that CPD continue to
15 prioritize and develop their work in protecting the rights of
16 kids and youth. That work should include how to improve
17 engagement and reach so that young people not only learn their
18 rights, which is the first thing, but also learn how to
19 properly and safely invoke those rights if needed when
20 interacting with law enforcement.

21 And number two, the CPD members will honor those
22 rights, that youth will know the CPD members will honor their
23 rights.

24 As an example, our office wants to highlight an
25 engagement CPD has done in the past and encourage more like it.

1 CPD collaborated with Wendell Phillips High School during last
2 year's campaign, CPS. And because of that, they were able to
3 go into these communities and reach the people most affected by
4 their rights and that's, again, kids and youth. So we
5 encourage them to continue these types of partnerships. And we
6 encourage the City to also support CPD in these efforts to
7 reach kids and youth directly.

8 Lastly, Your Honor, our office is encouraged by CPD.
9 We encourage CPD to continue to evaluate what is or is not
10 working in these campaigns and why, so that the time,
11 resources, efforts of everyone dedicated and doing this work to
12 this initiative may not be wasted but instead provide
13 meaningful impact.

14 And to be clear, the measure of meaningful impact, my
15 office wants to make it very abundantly clear, it's not just
16 the total number of impressions or views or clicks, but also
17 the actual result of people learning their rights and using
18 them in a way that ultimately leads to interactions and
19 outcomes with law enforcement that are more equitable and safer
20 for everyone involved.

21 So looking ahead, we encourage CPD to continue doing
22 this work and pouring into this work with resources and time.
23 And community members, I want you to hear this. You can help
24 ensure that they continue to do this work, while also
25 encouraging both CPD and the City to spend even more time and

1 effort on this work, by really taking advantage and showing the
2 investment is worth it. So please seek out and access this
3 Know Your Rights information materials, show up to these
4 events, ask those questions, and most importantly, learn your
5 rights and share the opportunity to do the same with others in
6 your community.

7 We, again, from the Attorney General appreciate the
8 time to speak today, Your Honor, and to members of the
9 community, again, thank you for all your dedication and hard
10 work, showing up, and being there for each other. We look
11 forward to continue to push this forward with everybody. Thank
12 you.

13 MS. HICKEY: Your Honor, you're on mute.

14 THE COURT: I just said thank you, Mr. Lowry.

15 And are there questions for him this afternoon?

16 Okay. I know that the City has a brief additional
17 presentation, this one about the DCI Consulting report and
18 recommendations. So if you could -- Mr. Slagel or Ms. Brown,
19 Ms. May, one of you could hold forth on that issue.

20 MR. SLAGEL: You're still on mute.

21 MS. BROWN: Sorry. Good afternoon, Judge, and members
22 of the public. I'm Director Joy Brown from OPSA, or the Office
23 of Public Safety Administration. I'm director of Human
24 Resources here to talk about the City's progress within the
25 recruitment, hiring, and promotions paragraphs of the Consent

1 Decree and the DCI report.

2 So, Judge, just to give an overview here of the
3 collaborative nature of recruitment and hiring and promotions,
4 Recruitment and Hiring, that committee is headed by myself.
5 And then the Police Promotions committee is headed by Director
6 Jill May, who is also on the call, which will be providing more
7 of an insight into testing. But this just demonstrates the
8 nature of the collaboration that the City has in the different
9 departments that have different responsibilities for these
10 paragraphs.

11 So as a refresher, Paragraph 261, the City at least
12 every three years is supposed to obtain an independent
13 assessment of our promotional processes, particularly for the
14 ranks of sergeant and lieutenant.

15 So without going into too much detail on the slide,
16 though, the City has gone through this in two cycles, the work
17 in 2020 and again in 2023, and the next cycle is planned for
18 2026. And so, again, we continue to seek independent expert
19 knowledge in relation to our promotional processes.

20 And so, again, Paragraph 262, within 60 days of the
21 implementation of the selection of the vendor, essentially DCI,
22 we will develop, the City, an implementation plan for their
23 recommendations. And so accordingly, our implementation plan
24 was approved by the IMT in March of 2024 and then again by the
25 OAG in April of 2024.

1 And so as it currently stands, Paragraph 261 has
2 obtained full compliance. And then for Paragraph 262, we are
3 currently under assessment for secondary compliance. And so we
4 hope to attain both secondary and full in the near future.

5 And so to take it back as to when we selected DCI, the
6 City engaged in a process to select its independent expert. So
7 briefly, DHR, which is the Department of Human Resources,
8 compiled expert consultants and basically reduced the vendor
9 pool down to ten firms, and DCI was selected based on their
10 knowledge and expertise in the area.

11 And so as it stands in 2020, there were 32
12 recommendations made by DCI and in 2023, this was the status
13 with their additional recommendations. And so as of today, we
14 have 12 recommendations that are currently in progress and
15 we've completed 20. So the breakdown is there in terms of the
16 percentage.

17 So just to briefly summarize some of the
18 recommendations that came out in 2023, these are the first set
19 of completed recommendations. And so these basically run from
20 clarifying ownership of our responsibilities in processes,
21 attracting new and diverse police recruiting, new recruits, and
22 ensure that our promotional processes provide an opportunity to
23 diversify the ranks as well. So these were the original 12
24 that were provided to us.

25 And then these were eight additional recommendations

1 that we've completed as well.

2 This presentation will be provided publicly after
3 this, so if anyone wants to read all of these recommendations
4 or need some time, these are ones we've already completed.

5 Okay. So the 12 recommendations in progress, they are
6 all under submission status, but we'll focus on three current
7 ones. They involve improvements to the merit process,
8 discipline with regard to promotions, and setting the cut score
9 for our promotional exams.

10 So with relation to Recommendation 8A, so the
11 recommendation was initially to discontinue merit or make
12 substantial changes, and so the City continues to make changes
13 to the merit process. Again, the DCI recommendation was to
14 evaluate those critical characteristics and factors. And so as
15 a result, we streamlined the number of nominators permitted for
16 the process and shifting the membership to control and focusing
17 on productivity and, you know, meritoriously achieve components
18 in our members of patrol.

19 And then we have also shifted the assessment
20 dimensions that focus more on leadership and community
21 interaction as part of those assessment criteria.

22 Secondly, one of the recommendations was
23 considering discipline prior to promotion. And so we've made
24 progress on this recommendation. Again, this is a joint effort
25 between the law department, CPD, OPSA, DHR, and so we continue

1 to meet to talk about recommendations that we'd like to
2 implement for the processes.

3 So our first kind of iteration in terms of tackling
4 this kind of heavy lift essentially is benchmarking research
5 that we've conducted with addition to our expert, independent
6 expert. We've also looked at independent research regarding
7 promotions in our sister cities, including Indianapolis and New
8 Orleans. And so we continue to meet regularly. We hope to
9 have a draft recommendation this cycle.

10 And so with regard to evaluation of the cut score,
11 I'll turn it over to Director May, who can provide a little
12 more depth into working with our vendors specifically.

13 MS. MAY: Thank you, Director brown.

14 My name is -- good afternoon, Your Honor. Good
15 afternoon, everyone. My name is Jill May and I am the director
16 of Selection and Assessment Methods with the Department of
17 Human Resources at the City of Chicago. That's a mouthful, a
18 lot of "ofs."

19 So yes, I'll be talking about Recommendation 11, the
20 reevaluation of cut score use. So first, I'd like to talk
21 about what a cut score is. So in the context of testing, cut
22 scores or passing points are scores on exams that select
23 candidates in or out of further consideration for a position.
24 And this is done when a score is established, where any score
25 above a point is accepted and the candidate passes, and any

1 score below that point excludes candidates from further
2 consideration and a candidate would fail that process.

3 And test developers have different ways of
4 establishing cut scores, such as minimum qualifications for a
5 job. Now the City has worked with our consultants to strike
6 the right balance and the amount of information provided to
7 candidates, because if we provide too much information that's
8 very technical, it can be overwhelming and very unnecessary.
9 And if we provide too little information, that lacks
10 transparency and is just poor communication for individuals.

11 So something that we have done to improve
12 communication about our cut scores is to add a statement to our
13 Part 1 sergeant results based on the DCI feedback, explaining
14 factors considered in cutting those cut -- cut score, as well
15 as noting -- noting that individual names of candidates were
16 not used or known when the decision -- in the decision process
17 or when any decisions were made. So we tried to make that
18 transparency very clear.

19 All right. Thank you. Now we'll take your questions.

20 THE COURT: Are there questions for Ms. May concerning
21 the cut score and the whole process that she's been using?

22 MS. HICKEY: None from the Monitor, Your Honor.

23 THE COURT: All right. Any questions from the OAG on
24 this?

25 MS. DURKIN: No questions, Your Honor, but we do have

1 a statement.

2 THE COURT: You're certainly welcome to make your
3 statement at this time then, Ms. Durkin.

4 MS. DURKIN: Great. Thank you. Good afternoon. My
5 name is Abigail Durkin and I'm an assistant attorney general in
6 the Special Litigation Bureau.

7 I'm here today to speak on the status of these efforts
8 to comply with the Recruitment, Hiring, and Promotional section
9 of the Consent Decree with a specific focus on the Department's
10 efforts to implement DCI Consulting Group's recommendation.

11 I want to thank Director May and Director Brown for
12 their thorough explanation and I promise to do my best not to
13 repeat the helpful information they've already shared.

14 So today, much of what I will discuss will focus on
15 what, if any, steps the City has taken to comply with certain
16 recommendations of DCI. These are recommendations which the
17 City has already agreed to implement. As I will discuss and as
18 I have explained to this Court previously, our office has
19 concerns with a lack of progress on certain longstanding
20 recommendations, many of which date back five years.

21 But I first want to ground us in what the Consent
22 Decree says. As Director Brown explained, every three years,
23 the City must retain an expert to assess the promotions process
24 for CPD sergeants and lieutenants. This assessment is very
25 thorough. For example, the expert assesses topics and issues

1 that impact both the Department and the public, topics like the
2 frequency of exams and transparency in the process and how
3 candidates are selected for promotions.

4 After its assessment, the expert then provides the
5 recommendations. After that, the City has 60 days to develop
6 an implementation plan and thereafter implement those
7 recommendations.

8 First, to meet these obligations, the City retained an
9 independent expert, DCI Consulting Group, that we will refer to
10 as DCI, to conduct this analysis in 2020. In December 2020,
11 DCI provided the Department with 32 recommendations with
12 varying levels of priority that were required and estimated
13 length of time to complete.

14 Now at that point, it was the Department's or the
15 City's responsibility to create an implementation plan based on
16 those recommendations, but unfortunately, the City did not do
17 this.

18 Three years then went by, and in 2023, DCI was again
19 retained and again provided its analysis. It found that to the
20 City's credit, and as explained by Director Brown and
21 Director May, they had successfully completed 12 of the
22 recommendations from years prior. Director Brown went through
23 those so I will not go through those again. That's great
24 progress and the City and the Department should be commended
25 for putting those recommendations into practice.

1 So there are significant areas where progress has
2 drastically lagged. One of these concerns, the consideration
3 of discipline and promotion, as I explained to this Court
4 almost exactly one year ago today, the vast majority of
5 candidates promoted, CPD does not consider their prior
6 discipline in deciding whether to promote them, subject to
7 further and few narrow exceptions.

8 In 2020, during its first assessment, DCI made this
9 recommendation and told the City that it was a high priority to
10 do both, one, consider discipline prior to the promotion, and
11 two, determine the parameters for the same.

12 But as I mentioned, after 2020, three years went by.
13 And in 2023, DCI conducted its next analysis. The City did not
14 complete this recommendation and DCI, again, found that
15 discipline was not considered and reiterated, that CPD was an
16 outlier among major city police departments.

17 To the City's credit, in March 2024, in creating the
18 implementation plan, they agreed to consider discipline prior
19 to promotion and determine the parameters for considering the
20 same.

21 At the time, the City estimated this whole process
22 could take six months to two years. But now where are we? The
23 City and the Attorney General's Office reported on much of this
24 information one year ago and our office noted the history of
25 these recommendations, that the Department was an outlier and

1 the City's inaction to address the same. We stressed that
2 action needed to be taken and discipline must be considered
3 prior to an individual's promotion. This Court agreed.

4 Now one year later, CPD has still not implemented a
5 policy on whether discipline will be considered and what those
6 parameters are. It's almost five years since DCI's first
7 recommendation and determination that this was a high priority.

8 The Attorney General's Office and the public are in
9 essentially the exact same spot. Discipline is still not
10 considered when selecting individuals for promotion for the
11 vast amount of candidates.

12 But we do understand and appreciate that there are
13 many entities within the City involved in this policy change,
14 as Director Brown explained, from the Department to the
15 Department of Human resources to the Office of Public Safety
16 Administration, just to name a few.

17 And we do understand that the City has had meetings to
18 talk about this issue, but the Attorney General's Office and
19 the public need to see forward movement. It's also what the
20 Consent Decree requires. Now the City notes that this is in
21 progress, but substantively, from our perspective, nothing has
22 truly changed.

23 I also want to briefly address one additional
24 recommendation of DCI relating to the merit process. As DCI
25 has explained, the merit process was established to consider

1 exemplary work performance as well as broader work
2 characteristics beyond job knowledge in the promotion process.
3 Merit promotions account for a minority of individuals
4 promoted. No more than 30 percent of promotions go to these
5 candidates.

6 DCI found there's an overwhelming negative perception
7 of this process, including relating to the process generally,
8 which is concerns with its transparency as well as the
9 individuals promoted. DCI recommended that the Department
10 completely discontinue this process or alternatively, if the
11 Department seeks to continue it, it must make substantial
12 changes.

13 This is a high priority in 2020, and again in 2023.
14 In 2024, the Department said that it was ready to start
15 implementing these recommendations, and as Director Brown
16 noted, that this is in progress, but again, we have not seen
17 much substantive forward progress.

18 We have strongly urged the Department to take action
19 on all of its obligations to implement these recommendations,
20 even where that implementation is challenging. Promoting
21 qualified candidates in a transparent way will help CPD ensure
22 consistent and effective supervision, as well as accountability
23 to the public.

24 I want to thank Your Honor for the opportunity to
25 update the Court and the public on these important reforms.

1 Thank you.

2 THE COURT: I do appreciate that very much. It's
3 useful information and I wonder whether the -- will there be
4 any response from the City on this issue? I don't know whether
5 you want to comment on it right now, Mr. Slagel or any of your
6 colleagues.

7 MR. SLAGEL: Ms. Durkin is correct, but as we
8 presented today, both of those items are things we are working
9 on and I believe at the end, the superintendent will talk about
10 his thoughts on the merit promotion process.

11 THE COURT: Great. All right. Well, we'll want to
12 hear about that.

13 Okay. Other comments from the OAG?

14 And I understand that the Coalition will not be making
15 comments today, so I think we're ready for closing remarks,
16 unless there are additional questions about the issues that
17 we've just reviewed.

18 MS. HICKEY: That's correct. The OAG -- I mean, the
19 Coalition is unavailable today. And before we go to final
20 remarks, I just wanted to say thank you again to everyone
21 attending and that when looking for any updates on topics that
22 will be discussed during future hearings, please look at our
23 website CPDMonitoringTeam.com.

24 That's all we have, Your Honor, if you want to turn it
25 over to CPD.

1 THE COURT: I'm ready to hear again from the City.
2 Thanks. And the Department.

3 MR. SLAGEL: Yeah. The superintendent is available
4 today and he'll be making our closing remarks.

5 THE COURT: Well, thank you for joining us,
6 Superintendent Snelling. We're -- we know your time is
7 valuable and it's very important to us to hear from you.

8 MR. SNELLING: Thank you, Your Honor. And good
9 afternoon, everybody on the call.

10 First of all, let me just start by, you know, thanking
11 everybody for their comments. Let me thank CPD for the hard
12 work that they've put into this.

13 First thing, you know, from the OAG's Office, Bill
14 Lowry, just those comments were spot on, especially when it
15 comes to the youth. Those are things that we're working on
16 right now currently. Reaching out to the youth has been
17 extremely important, not only with the Know Your Rights
18 campaign, but whatever we can do to talk to young people about
19 safety and comportment. That will be just great to continue
20 that effort.

21 When it comes to the hiring and our promotional
22 process, there are a couple of things that I just want to.
23 Address and thank you to AG Abigail Durkin for those comments.

24 One of the things that I'll tell you, when it comes to
25 our merit promotions, that process is slightly different from

1 just testing. So with our merit promotion process, we do
2 consider background, we consider disciplinary history, and
3 those are things that I take into consideration before I make
4 any merit promotions. So we have eliminated people who appear
5 to be good candidates on paper, once we do a background on that
6 individual.

7 Currently at this moment, you know, we're still
8 working with the City around people who are just being promoted
9 right off of the test, so we'll continue that effort. I do
10 believe that disciplinary history should be taken into
11 consideration when we're making promotions, because these are
12 people who are going to be leading other people. And just
13 scoring well on a test is -- I don't believe that it's enough
14 to just lead other officers. We do have to take disciplinary
15 history into consideration.

16 So that's one of the things that we're working on.
17 These processes sometimes take a little longer than we would
18 like, but we have other people who are involved and we want to
19 make sure that if these things go to litigation, that we are
20 airtight on what we're doing, to make sure that we have our
21 policies in place.

22 So that being said, we are working really hard, as you
23 can see, Your Honor. The CPD and our people are working really
24 hard to get things done. We're going to continue to do that
25 and continue to move things in the right direction.

1 So, again, you know, I always thank everybody on the
2 call, the OAG, for the feedback. It's been extremely helpful.
3 And I just think we've been working pretty well together to get
4 to the bottom of what we're trying to do moving forward, moving
5 the Department forward, and just doing a lot of work to help
6 repair and continue to grow our relationships with our
7 community members.

8 With that, Judge, if you have any questions, I'm here
9 to answer.

10 THE COURT: I want to thank you. I don't have any
11 questions. I know that we all share the view that disciplinary
12 history is something that ought to be considered for all kinds
13 of reasons. You're right, Superintendent Snelling, that it
14 relates to leadership capability. It also relates to the kind
15 of incentives you want to create for officers who do want to be
16 promoted, to make sure that they understand that their
17 disciplinary record is something that would be considered.

18 Are there other comments, you know, from the OAG or
19 the Monitor?

20 MS. HICKEY: Nothing additional from the Monitor, Your
21 Honor.

22 MS. EHLER: Nothing additional from the Attorney
23 General's Office.

24 THE COURT: Thanks as always to everyone here.

25 As the Monitor mentioned earlier, we will be having --

1 our next public hearing will be in September, but we do expect
2 to conduct an outside hearing or -- I'm sorry, a weekend
3 hearing in early next year. You'll certainly have substantial
4 advance notice of that and I know that the Monitoring Team's
5 website will provide lots of publicity as well.

6 So I'll look forward to seeing you again in about a
7 month for our next public hearing in the afternoon on
8 September 9th.

9 Reminder, please no recording of this proceeding other
10 than what the court reporter prepares. I think that's all for
11 today.

12 MS. HICKEY: Thank you, Your Honor.

13 THE COURT: Thank you.

14 MR. SNELLING: Thank you, Your Honor.

15 (Concluded at 1:45 p.m.)
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17

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19 I certify that the foregoing is a correct transcript,
20 to the extent possible, of the record of proceedings in the
21 above-entitled matter, given the limitations of conducting
22 proceedings remotely.

23 /s/ Hannah Jagler

September 23, 2025

24 Hannah Jagler, RMR, CRR, FCRR
25 Official Court Reporter