

Independent Monitoring Report 14

Crisis Intervention

Compliance Assessments by Paragraph

Specific compliance assessments, by paragraph, for the Crisis Intervention section are available here. This includes paragraphs where the City gained or lost compliance in the fourteenth reporting period, as well as paragraphs with significant developments toward or away from compliance. A fuller description of the history of compliance efforts, methodologies, and compliance determinations for each original monitorable paragraph in the Crisis Intervention section is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpdmonitoringteam.com/imr-8-1/>.

Crisis Intervention: ¶88

88. The CIT Program will serve to meet the objectives of: a. improving CPD’s competency and capacity to effectively respond to individuals in crisis; b. de-escalating crises to reduce the need to use force against individuals in crisis; c. improving the safety of officers, individuals in crisis, family members, and community members; d. promoting community-oriented solutions to assist individuals in crisis; e. reducing the need for individuals in crisis to have further involvement with the criminal justice system; and f. developing, evaluating, and improving CPD’s crisis intervention-related policies and trainings to better identify and respond to individuals in crisis.

Compliance Progress		(Reporting Period: January 1, 2026, through June 30, 2026)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)	
Secondary:	Not in Compliance	
Full:	Not in Compliance	

In the fourteenth reporting period, the CPD maintained Preliminary compliance with the requirements of ¶88.

During the fourteenth reporting period, the IMT assessed Secondary compliance by evaluating whether the City and the CPD demonstrated an implementation strategy that supports the collecting, tracking, and maintaining of the data required under this paragraph. The assessment focused on the CPD’s strategy to produce reliable data that supports ongoing evaluation of de-escalation practices, use of force, officer and subject injuries, criminal-justice outcomes, and arrests associated with mental-health (z-coded) calls.¹

To complete this assessment, the IMT reviewed the CPD’s CIT Q4 2025 Training Report; CIT Q4 2025 Response Ratio Report; CIT Q1 2026 Training Report; CIT Q1 2026 Response Ratio Report; District, Operations, and Community Support (DOCS) Activity Log Memo; the CIT Dashboard; documentation related to Chicago Council on Mental Health Equity (CCMHE) engagement; and a memo detailing collaboration among the Mayor’s Office, the CPD, and the Office of Emergency Management and Communications (OEMC).

To achieve Secondary compliance, the City and the CPD must demonstrate an implementation strategy that supports the collecting, tracking, and maintaining of

¹ The Chicago Police Department and the Office of Emergency Management and Communications use the letter “z” to signify that a particular call for service involves a mental health component. The use of a “z-code” is explained in CPD policies, including S05-14 Crisis Intervention Team (CIT) Program and S04-20 Recognizing and Responding to Individuals in Crisis, which states “a ‘Z – Zebra’ code will be added ...via the OEMC dispatcher or the PDT [personal data terminal, which are the computers officers use in their squad cars] when the incident has a mental health component.”

data under this paragraph, and must maintain appropriate staffing required to support the execution of this strategy. Specifically, additional efforts to expand partners and data collection should focus on “b. de-escalating crises to reduce the need to use force against individuals in crisis;” “d. promoting community-oriented solutions to assist individuals in crisis;” and “e. reducing the need for individuals in crisis to have further involvement with the criminal justice system.” The CPD should demonstrate how it will assess trends over time and should prioritize and provide a timeline for the deployment of the new CIT Report, which was developed in part to collect data required to support compliance with this paragraph.

To achieve Full compliance, the City and the CPD must demonstrate that the CPD has sufficiently implemented its policies and training, has sufficient staffing and resources to meet the requirements of this paragraph, and has put in place meaningful mechanisms to measure the outcomes and data required by this paragraph. The IMT will look for the CPD to demonstrate additional community-oriented solutions to assist individuals in crisis (§88(d)), which may be determined in collaboration with the CCMHE and community partners.

Paragraph 88 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Preliminary	

Crisis Intervention: ¶92

92. Certified CIT Officers are officers who receive specialized training in responding to individuals in crisis. Certified CIT Officers retain their standard assignment and duties but may also take on specialized crisis intervention duties and are prioritized to respond to calls in the field identified as involving individuals in crisis, as assigned.

Compliance Progress	(Reporting Period: January 1, 2026, through June 30, 2026)
Preliminary:	In Compliance (THIRD REPORTING PERIOD)
Secondary:	In Compliance (TWELFTH REPORTING PERIOD)
Full:	In Compliance (NEW)

In the fourteenth reporting period, the CPD achieved Full compliance with the requirements of ¶92.

The City and the CPD achieved Preliminary compliance in the third reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the third reporting period by demonstrating that the CPD had qualified personnel who had received the requisite training to meet the requirements of this paragraph. The City and the CPD lost Secondary compliance in the ninth reporting period due to drastic reductions in staffing in the CPD’s Crisis Intervention Unit; the failure to identify a system to vet Certified CIT Officers for the eligibility criteria outlined in S05-14; insufficient prioritization of Certified CIT Officer response; and an insufficient number of Certified CIT Officers having received the Consent Decree-approved CIT training. The City and the CPD regained Secondary compliance in the twelfth reporting period by developing a system to vet Certified CIT Officers for the eligibility criteria outlined in S05-14; demonstrating significant progress in establishing the system to measure the CPD’s CIT response ratios; and updating the CPD’s *Basic CIT* and *CIT Refresher* trainings.

During the fourteenth reporting period, the City and the CPD achieved Full compliance by demonstrating the implementation of the policies, practices, and training required for CIT officers. The IMT assessed compliance by reviewing departmental policies and procedures, training curricula and instructional materials, annual training review and revision processes, instructor and course evaluations, quarterly CIT training reports, quarterly CIT response-ratio reports, and response time data. The IMT also evaluated documentation demonstrating that CPD consistently conducts eligibility reviews for Certified CIT Officers, provides required *CIT Refresher Training* every three years, and applies established training and eligibility standards in practice.

The evidence demonstrates that the CPD has implemented its CIT training program and maintains processes that support ongoing implementation and oversight. Specifically, the IMT reviewed the *Q4 2025 and Q1 2026 CIT Training Reports*; the *Q4 2025 and Q1 2026 CIT Response Ratio Reports*; eligibility review documentation; training materials; annual curriculum review records; instructor and course evaluations; refresher training documentation; and analyses of relevant data. Collectively, this evidence demonstrated that the CPD has sufficiently implemented its CIT policies and training and has met the requirements for Full compliance.²

Paragraph 92 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Secondary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

² In previous reporting periods, the IMT considered staffing of the Crisis Intervention Unit (CIU) in connection with this paragraph. *See, e.g., Independent Monitoring Report 12*. Following discussions with the City and the CPD, the IMT has refined its methodology for this paragraph. Staffing of the CIU is still being measured in connection with other Consent Decree paragraphs in the Crisis Intervention section (*see, e.g., ¶¶87–88 and 90–91*).

Crisis Intervention: ¶94

94. Under the direction of the CIT Coordinator, supervisors and instructors teaching crisis intervention-related topics will assist in identifying and recruiting qualified officers with apparent or demonstrated skills and abilities in crisis de-escalation and interacting with individuals in crisis to apply to receive CIT training.

Compliance Progress	(Reporting Period: January 1, 2026, through June 30, 2026)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶94.

During the fourteenth reporting period, the IMT reviewed training materials and records for the *CIT Overview for Supervisors Training*. The IMT assessed these materials to determine whether the CPD continues to train supervisors and instructors responsible for identifying and recruiting qualified CIT officers, maintain mechanisms to document and support the recruitment process, and incorporate the required content into pre-service and supervisor training. The IMT and OAG issued no-objection notices to the *CIT Overview for Supervisors Training* in the fourteenth reporting period. The IMT looks forward to observing this training and receiving training records in the next reporting period. With this, the CPD achieved Secondary compliance.

To sustain Secondary compliance, the CPD should identify a time for the IMT to observe the *CIT Overview for Supervisors Training* and demonstrate that the training has been delivered to the relevant personnel. The CPD must also demonstrate ongoing development, evaluation, implementation, and as applicable, improvement of its training materials. This includes providing corresponding training needs assessment, course and trainer evaluations, audits, and updates. This also includes providing opportunities for scheduled and unscheduled training observations for IMT personnel.

Looking forward, to achieve Full compliance, the CPD must demonstrate that it has sufficiently implemented its policies and training and demonstrate a robust plan for recruiting CIT officers. Specifically, the CPD should provide evidence of developing a mechanism to document recruitment efforts; review the Certified CIT application to support a mechanism that tracks who referred the officer to apply to become CIT Certified; promote a mechanism (including for field supervisors) to identify and recruit officers who have demonstrated skills in crisis de-escalation

and interacting with individuals in crisis; demonstrate ongoing evidence that supervisors and instructors are recruiting qualified candidates; and continue to provide training records on an ongoing basis.

Paragraph 94 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶95

95. Certified CIT Officers, at a minimum, must complete the specialized 40-hour Basic CIT Training (“Basic CIT Training”) and receive CIT certification by the Illinois Law Enforcement Training and Standards Board before being identified as a “Certified CIT Officer.” To maintain the Certified CIT Officer designation, officers must receive a minimum of eight hours of CIT refresher training (“CIT Refresher Training”) every three years and maintain the eligibility requirements established by the CIT Program.

Compliance Progress	(Reporting Period: January 1, 2026, through June 30, 2026)
Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	In Compliance (TWELFTH REPORTING PERIOD)
Full:	In Compliance (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶95.

The City and the CPD achieved Preliminary compliance in the sixth reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the twelfth reporting period by demonstrating the completion of a thorough review and update of both the *Basic CIT Training* and *CIT Refresher Training*; providing training records demonstrating that 95% of current Certified CIT Officers received the *Basic CIT Training* and *CIT Refresher Training*; and demonstrating that the eligibility requirements for Certified CIT Officers established by the CIT Program had been maintained.

During the fourteenth reporting period, the City and the CPD achieved Full compliance with ¶95. The IMT assessed compliance by reviewing quarterly CIT training reports; monthly *Basic* and *Refresher* course evaluation summaries for January through April 2026; aggregate course evaluation data; documentation supporting implementation of the revised *CIT Refresher* curriculum; and evidence demonstrating the CPD’s ongoing oversight of the CIT program. The assessment focused on whether the CPD fully implemented its policies and training, institutionalized quality assurance processes, and maintained systems to monitor and manage CIT Program performance.

The evidence demonstrated that the CPD consistently delivered *Basic* and *Refresher CIT Training*, implemented and maintained the revised *CIT Refresher* curriculum, and routinely collected, analyzed, and used training evaluation data to improve course delivery. The IMT also verified the CPD maintains reliable processes to monitor CIT eligibility requirements, identify personnel who fall out of

compliance, distinguish personnel who complete CIT training but do not meet certification requirements, and ensure sufficient staffing to administer required *Basic* and *Refresher* training.

Looking forward, the IMT will monitor the CPD’s ability to sustain Full compliance by reviewing evidence that the CPD continues to deliver *Basic* and *Refresher* CIT training in accordance with policy and the requirements of this paragraph; maintains accurate tracking of CIT eligibility and certification; and uses training and performance data to identify opportunities for continuous improvement. The IMT will also assess whether these processes remain institutionalized and consistently supported over time.

Paragraph 95 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶97

97. CPD’s CIT Refresher Training is a specialized, advanced training to further develop and expand Certified CIT Officers’ skills in recognizing and appropriately responding to calls for service that involve individuals in crisis. The CIT Refresher Training will include a review of the concepts, techniques, and practices offered in the Basic CIT Training as well as relevant and/or emerging topics in law enforcement responses to individuals in crisis, general and specific to CPD. Additionally, the CIT Refresher Training may cover the content included in the in-service crisis intervention training.

Compliance Progress	(Reporting Period: January 1, 2026, through June 30, 2026)
Preliminary:	In Compliance (THIRD REPORTING PERIOD)
Secondary:	In Compliance (FOURTH REPORTING PERIOD)
Full:	In Compliance (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶97.

The City and the CPD achieved Preliminary compliance in the third reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the fourth reporting period by demonstrating that the *CIT Refresher Training* included the content required by this paragraph and delivering the training.

During the fourteenth reporting period, the IMT evaluated the CPD’s implementation of its revised *CIT Refresher Training* by reviewing training materials, attendance records, instructor and course evaluations, staffing information for the CIU, and documentation demonstrating how the CPD used evaluation data to refine training content. We also observed delivery of the training and assessed the CPD’s process for tracking, analyzing, and managing data associated with *CIT Refresher Training* to determine whether implementation had occurred consistently over a full reporting period.

The evidence produced demonstrated that the CPD fully implemented the revised *CIT Refresher Training* and established a reliable process for delivering, evaluating, and improving the curriculum. We reviewed monthly *CIT Refresher* course evaluation summaries from December 2025 through April 2026, along with documentation supporting instructor evaluations, attendance tracking, and staffing capacity. The evidence also demonstrated that the CPD regularly reviewed participant feedback, incorporated lessons learned into training revisions, and maintained the personnel and administrative infrastructure necessary to sustain delivery of the program. Based on this evidence, the CPD satisfied the requirements for Full compliance with this paragraph.

Looking ahead, the IMT will assess the CPD’s ability to sustain compliance by reviewing ongoing training records, and attendance and evaluation data. We also expect the CPD to continue engaging the Chicago Council on Mental Health Equity (CCMHE) in the training process by inviting the CCMHE to attend training and offer feedback, and to incorporate stakeholder feedback and emerging law enforcement practices related to crisis response into future curriculum updates.

Paragraph 97 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶99

99. Within 365 days of the Effective Date, the CIT Program staff, in coordination with the Education and Training Division will develop the CIT Refresher Training. The CIT Program staff will review and revise the CIT Refresher Training as necessary to ensure that Certified CIT Officers receive up-to-date training. The CIT Program will seek input from the Advisory Committee in the development of the refresher training.

Compliance Progress	(Reporting Period: January 1, 2026, through June 30, 2026)
Preliminary:	In Compliance (SECOND REPORTING PERIOD)
Secondary:	In Compliance (FOURTH REPORTING PERIOD)
Full:	In Compliance (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶99.

The City and the CPD achieved Preliminary compliance in the second reporting period by developing the *CIT Refresher Training* and maintained Preliminary compliance in subsequent reporting periods by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the fourth reporting period by delivering the *CIT Refresher Training* and maintained Secondary compliance in subsequent reporting periods by further reviewing and revising the *CIT Refresher Training* with input from the Advisory Committee (*i.e.*, the Chicago Council on Mental Health Equity) and providing the requisite training records.

During the fourteenth reporting period, the CPD demonstrated Full compliance by finalizing and implementing its revised *CIT Refresher Training* and demonstrating the organizational capacity to sustain it over time. Specifically, the CPD (1) finalized and implemented the 2025 *CIT Refresher Training*; (2) incorporated input from the Chicago Council on Mental Health Equity (CCMHE) into the curriculum; and (3) established the resources and processes necessary to regularly review and update the training, including the use of external subject matter experts at least every three years.

To assess compliance, the IMT reviewed revised training materials, implementation documentation, records reflecting CCMHE review and input, and evidence of resource allocation supporting the ongoing administration of the CIT training program. We also reviewed CIT *Basic* and *Refresher* course training evaluations from December 2025 through April 2026, including participant feedback and course evaluation summaries, to assess implementation quality and continuous improvement efforts.

Looking ahead, to maintain Full compliance, the CPD should continue to evaluate training outcomes, incorporating feedback from participants and CCMHE; document curriculum updates; and ensure sufficient resources to ensure that CIT Program staff will continue to review and revise the training, as appropriate, including by external topic presenters at least every three years.

Paragraph 99 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Preliminary	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Secondary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Secondary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Secondary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶100

100. All Certified CIT Officers who completed the Basic CIT Training before the development of the CIT Refresher Training must complete their first CIT Refresher Training within four years of the date that the CIT Refresher Training is developed. All Certified CIT Officers who complete Basic CIT Training on or after the date that the CIT Refresher Training is developed must complete their first CIT Refresher Training within three years of receiving the Basic CIT Training.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (FIFTH REPORTING PERIOD)
Secondary: *In Compliance* (NEW)
Full: *Under Assessment*

In the fourteenth reporting period, the City and the CPD achieved Secondary compliance with the requirements of ¶100 and are under assessment for Full compliance.

The IMT observed delivery of the *CIT Refresher Training* and assessed its consistency with the approved curriculum and instructional objectives. Our assessment includes direct observation of the training, review of training materials, training records, course and instructor evaluations, and documentation demonstrating the CPD's processes to collect, track, and maintain required training data. We also reviewed the functionality of the CPD's notification system to ensure it effectively tracks training compliance and alerts personnel when refresher training is due.

Based on this evidence, the City and the CPD achieved Secondary compliance during the fourteenth reporting period. The CPD successfully implemented the revised *CIT Refresher Training*, established effective processes to monitor training completion, and demonstrated a functional system that supports ongoing compliance through timely notifications and accurate tracking of officer certifications.

Looking forward, to achieve Full compliance, the City and the CPD must demonstrate that the CPD has sufficiently implemented its policies and training, including by providing training records, demonstrating ongoing implementation of the *CIT Refresher Training*, demonstrating evidence of sufficient training staff to maintain the required refresher training every three years for Certified CIT Officers, and demonstrating that all Certified CIT Officers who received the *Basic CIT Training* before the Consent Decree-approved training have received the revised *CIT Refresher Training*. This paragraph remains under assessment for Full compliance pending further evidence that all Certified CIT Officers who received the *Basic CIT Training* before the Consent Decree-approved training have received the 2025 revised *CIT Refresher Training*, to which the IMT and OAG issued no-objection notices in November 2025.

Paragraph 100 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶101

101. *Certified CIT Officers who fail to complete the CIT Refresher Training within three years of taking their most recently required CIT Training, whether the Basic CIT Training or a prior CIT Refresher Training, will be deemed out of compliance with the CIT Program's CIT Refresher Training requirement. CPD will confirm on a quarterly basis that Certified CIT Officers remain in compliance with the CIT Refresher Training requirement. Any Certified CIT Officer found to be out of compliance during the quarterly review may not continue to be identified by CPD as a Certified CIT Officer and may not continue to be prioritized to respond to calls for service involving individuals in crisis. Each quarter, CPD will inform OEMC of officers who are out of compliance with the CIT Refresher Training requirement. An officer out of compliance with the CIT Refresher Training requirement must complete the most recently offered version of the CIT Refresher Training before CPD may resume identifying the officer as a Certified CIT Officer and before OEMC may resume prioritizing that officer to respond in the field to calls involving individuals in crisis.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (SIXTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (TWELFTH REPORTING PERIOD)
Full:	<i>In Compliance</i> (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶101.

The City and the CPD achieved Preliminary compliance in the sixth reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the twelfth reporting period by developing and demonstrating an effective and timely notification system to the Office of Emergency Management and Communications (OEMC) regarding officers whose certifications have expired and producing the requisite training records for the *Basic CIT Training* and *CIT Refresher Training*.

During the fourteenth reporting period, the CPD achieved Full compliance by demonstrating sufficient implementation of its CIT training policies; *Basic CIT* and *CIT Refresher* trainings; effective systems to monitor certification status; and reliable processes to identify and address officers who fall out of compliance with the required training. To assess compliance, the IMT reviewed the CPD's policies and procedures governing CIT certification and refresher training; examined the system used to track officer certification status; evaluated notification processes for expired certifications; and analyzed documentation demonstrating ongoing oversight of compliance. The IMT also assessed whether the CPD consistently implemented these processes in practice and whether the Crisis Intervention Unit (CIU) has sufficient staffing to deliver quality training.

The IMT based its assessment on multiple sources of evidence, including OEMC transfer logs documenting notifications of expired certifications, the *CIT Q4 2025 Training Report*, and the *CIT Q1 2026 Training Report*. The IMT also reviewed the CIT Program’s Training and Scheduling Dashboard, which indicates low levels of expired certifications. These materials demonstrated that the CPD reliably tracked certification status, promptly notified relevant personnel when certifications expired, documented officers who fell out of compliance, required completion of refresher training before officers resumed duties as Certified CIT Officers, and maintained sufficient staffing and regular updates to the training program to support continued compliance.

Going forward, the CPD should maintain these practices by continuing to monitor certification status, provide timely notifications of expired certifications, deliver ongoing refresher training to ensure that Certified CIT Officers remain in compliance, and regularly review and update CIT training to reflect best practices.

Paragraph 101 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Not Applicable
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶102

102. All newly assigned Field Training Officers (“FTOs”) and promoted Sergeants and Lieutenants will continue to receive the Basic CIT Training. To be considered Certified CIT Officers, FTOs, Sergeants, and Lieutenants must meet the eligibility criteria and training requirements established by the CIT Program and this Agreement.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	In Compliance (FIFTH REPORTING PERIOD)
Secondary:	In Compliance (THIRTEENTH REPORTING PERIOD)
Full:	In Compliance (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶102.

The City and the CPD achieved Preliminary compliance in the fifth reporting period by incorporating the requirements of this paragraph into Special Order S11-10-02, *Pre-Service Training*. Additionally, in the sixth reporting period, the City and the CPD incorporated the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the thirteenth reporting period by (1) demonstrating that more than 95% of all CPD Field Training Officers (FTOs) and promoted sergeants and lieutenants completed the Consent Decree-approved *Basic CIT Training* and *CIT Refresher Training*; (2) demonstrating the ability to track whether newly assigned FTOs and promoted sergeants and lieutenants complete the requisite training and meet the CIT Program’s eligibility requirements; and (3) demonstrating that supervisors who fail to meet the eligibility criteria are not prioritized to respond as Certified CIT Officers, thereby not counting toward required response ratios.

During the fourteenth reporting period, the City and the CPD achieved Full compliance by demonstrating that the CPD has implemented its CIT policies, training, and eligibility processes. To assess compliance, the IMT reviewed documentation and evaluated whether the CPD established reliable systems to track Certified CIT eligibility, training completion, and promotion requirements. The assessment focused on both the implementation of required processes and the CPD’s ability to consistently monitor and manage the data necessary to sustain compliance.

The assessment included a review of the *CIT Q1 2026 Training Report* and the CIT Program’s Training and Scheduling Dashboard, which documented training completion for relevant personnel and provided evidence that the CPD tracks *Basic CIT* and required refresher training for FTOs, sergeants, and lieutenants. We also re-

viewed documentation demonstrating the use of reliable eligibility tracking systems, evidence that personnel eligible for promotion satisfy Certified CIT eligibility requirements, and documentation confirming that individuals who do not meet eligibility criteria are not identified as Certified CIT Officers or counted toward required response ratios. Collectively, this evidence demonstrated that the CPD has institutionalized the systems, processes, and oversight necessary to achieve Full compliance with ¶102.

Looking forward, the City and the CPD should continue to maintain these tracking and oversight processes, ensure timely completion of required training and refresher courses, and routinely monitor eligibility data to sustain Full compliance over time. The CPD should also ensure that all newly assigned FTOs and promoted sergeants and lieutenants who fall out of training compliance or fail to meet eligibility requirements are not prioritized to respond as Certified CIT Officers and not counted toward required response ratios.

Paragraph 102 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶103

103. *The CIT Program staff responsible for the CIT training curriculum will, where it would add to the quality or effectiveness of the training and when feasible and appropriate, encourage and seek the participation of professionals and advocates who work with individuals in crisis, and persons with lived experiences of behavioral or mental health crisis, including those with involvement in the criminal justice system, in developing and delivering CPD CIT trainings.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance (SIXTH REPORTING PERIOD)*
Secondary: *In Compliance (TWELFTH REPORTING PERIOD)*
Full: *In Compliance (NEW)*

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶103.

The City and the CPD achieved Preliminary compliance in the sixth reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the twelfth reporting period by demonstrating that the CIT training facilitators—including “professionals and advocates who work with individuals in crisis, and persons with lived experiences of behavioral or mental health crisis”—reviewed and, where appropriate, revised the *Basic CIT Training* and *CIT Refresher Training* and assisted with training delivery.

During the fourteenth reporting period, the City and the CPD demonstrated that community engagement has become an integrated and sustainable component of the CIT Program. Specifically, the City and the CPD demonstrated the involvement of subject-matter experts in the delivery of the *Basic CIT Training* and *CIT Refresher Training* and the involvement of instructors from the National Alliance on Mental Illness (NAMI), who also participate in the evaluation of scenario-based exercises. To assess compliance, the IMT reviewed training curricula; observation and documentation of Community Training Observation Day activities; records demonstrating the participation of professionals and individuals with lived experience (including community-based experts serving as trainers and members of the Chicago Council on Mental Health Equity (CCMHE)) in the development and delivery of *Basic CIT* and *CIT Refresher* training; and materials documenting the CPD’s process for incorporating community feedback into curriculum review and revision. We also evaluated evidence that the CPD conducts regular reviews of CIT training content to ensure alignment with current best practices.

The evidence demonstrated that the CPD actively engages professionals and advocates who work with individuals in crisis and persons with lived experiences of behavioral or mental health crisis in the design, review, and delivery of CIT training and incorporates their feedback into ongoing curriculum improvements.

In *Independent Monitoring Report 13*, this paragraph remained under assessment for Full compliance while the IMT waited to review further evidence of the CPD seeking the participation of people “with involvement in the criminal justice system” in developing and delivering training, per the requirements of this paragraph.

During the fourteenth reporting period, the CPD confirmed that NAMI’s instructors include members who have been impacted by the criminal justice system. Additionally, members of the IMT observed CPD CIT Trainings that included NAMI participants. During this observation, NAMI participants were involved in debriefing scenario-based exercises that involved CPD officers practicing de-escalation techniques when responding to mental health calls for service, and NAMI participants shared feedback based on their lived experiences with such calls. Based on the confirmation provided by the CPD and this observation, the CPD achieved Full compliance.

Moving forward, the CPD should continue its established process for engaging community stakeholders, professionals and advocates who work with individuals in crisis, and persons with lived experience, routinely reviewing and updating curricula, and documenting community participation and feedback.

Paragraph 103 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶105

105. CPD will continue to maintain an up-to-date list of Certified CIT Officers, including their unit of assignment.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (THIRD REPORTING PERIOD)
Secondary: *In Compliance* (TWELFTH REPORTING PERIOD)
Full: *In Compliance* (NEW)

In the fourteenth reporting period, the CPD achieved Full compliance with the requirements of ¶105.

The City and the CPD achieved Preliminary compliance in the third reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the twelfth reporting period by completing the eligibility review process for initial and ongoing service as a Certified CIT Officer, validating the data in the CIT Dashboard, including the officers' unit of assignment in the CIT Dashboard, and demonstrating a functioning system that identifies and removes ineligible officers from the list of Certified CIT Officers.

During the fourteenth reporting period, the City and the CPD achieved Full compliance by demonstrating a functioning system to identify and remove officers who no longer meet the requirements for Certified CIT status in a timely manner, and that the system operated consistently and reliably throughout the reporting period. The IMT's assessment focused on the City's process for identifying ineligible officers, maintaining accurate certification records, validating assignment data to support dispatch reliability, and documenting ongoing compliance activities.

The IMT reviewed evidence demonstrating the City's established process for identifying and removing ineligible Certified CIT Officers, validated CIT Dashboard data across the reporting period, and reviewed quarterly training records, including the *CIT Q4 2025 Training Report* and *CIT Q1 2026 Training Report*. The IMT also reviewed documentation related to the City's audit process and its planned use of quarterly reporting to monitor officers who lose certification due to training lapses or disciplinary eligibility violations, including the timeliness of removing Certified CIT status following identification of a compliance failure. Collectively, this evidence demonstrated that the City has implemented a sustainable system to maintain an up-to-date list of Certified CIT Officers, including their unit of assignment, per the requirements of this paragraph.

Looking forward, to maintain Full compliance, the City and the CPD should continue to apply these processes consistently by maintaining accurate certification records, validating dashboard data, completing periodic audits, and using quarterly reporting to identify and address certification changes promptly.

Paragraph 105 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Preliminary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Secondary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Secondary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Full	

Crisis Intervention: ¶107

107. Within 180 days of the Effective Date, and quarterly thereafter, CPD will collect and analyze the number of calls for service identified as involving individuals in crisis for every watch in each district to evaluate the number of Certified CIT Officers needed to timely respond. The number of Certified CIT Officers on each watch in every district will be driven by the demand for crisis intervention services for the particular watch and district.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (THIRTEENTH REPORTING PERIOD)
Secondary: *In Compliance* (NEW)
Full: *Not in Compliance*

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶107.

During the fourteenth reporting period, the CPD achieved Secondary compliance with ¶107 by demonstrating the personnel, analytical capacity, and data management processes necessary to meet the requirements of the paragraph. To assess compliance, the IMT reviewed data supporting the CPD’s first attempt at establishing baseline data on timely response following an established formula. This preliminary data shows a reasonable response time across the City, measured against “priority one” mental-health-related calls compared to all “priority one” calls for service.³ The preliminary data show that there is not a statistically significant difference. The IMT also reviewed quarterly response-ratio reports; staffing documentation; training records for crisis-intervention response and CIT report completion; analyst qualifications; and data demonstrating progress toward district- and watch-level response-ratio targets. The IMT also evaluated evidence of ongoing analysis used to determine the number of Certified CIT Officers needed to provide timely responses, along with continued improvements to data quality, tracking, and timeliness metrics.

The CPD also demonstrated that it has integrated routine data collection, tracking, analysis, and management practices into its crisis response operations.

Moving forward, to sustain Secondary compliance, the CPD must maintain adequate staffing, continue routine data collection and analysis, continue monitoring

³ Law enforcement agencies and dispatch agencies categorize calls for service (911 calls) based on priorities. The CPD’s scale is priority “Level 1: Immediate Dispatch for life-threatening emergencies; Level 2: Rapid Dispatch for situations where timely public safety action has the potential to affect the outcome of an incident; and Level 3: Routine Dispatch when calls do not involve an immediate threat to life or bodily harm.” See the Chicago Office of Inspector General’s “911 Calls for CPD Service” page for further information. <https://igchicago.org/information-portal/data-dashboards/911-calls-for-cpd-service/>

response-ratio performance, and use these findings to guide operational decisions and continuous improvement. Continued attention to data quality, analytical capacity, and performance monitoring will help support long-term compliance and effective crisis intervention response.

Paragraph 107 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: None
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶108

108. Within 180 days of the Effective Date, CPD will develop an implementation plan (“CIT Officer Implementation Plan”) based on, at a minimum, its analysis of the demand for crisis intervention services for each watch in each district. The CIT Officer Implementation Plan will identify the number of Certified CIT Officers necessary, absent extraordinary circumstances, to meet the following response ratio targets: a. a sufficient number of Certified CIT Officers to ensure that Certified CIT Officers are available on every watch in each district to timely respond to at least 50% of the calls for service identified as involving individuals in crisis, absent extraordinary circumstances (“initial response ratio target”); and b. a sufficient number of Certified CIT Officers to ensure that Certified CIT Officers are available on every watch in each district to timely respond to at least 75% of the calls for service identified as involving individuals in crisis, absent extraordinary circumstances (“second response ratio target”).

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	In Compliance (THIRTEENTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶108.

During the fourteenth reporting period, the CPD achieved Secondary compliance with ¶108 by completing the *CIT Officer Implementation Plan* and identifying the number of Certified CIT Officers necessary to (1) achieve the required response-ratio targets and (2) align staffing needs with the operational demands of each district and watch. Additionally, the CPD produced data supporting the CPD’s first attempt at establishing baseline data on timely response following an established formula. This preliminary data shows a reasonable response time across the City measured against “priority one” mental-health-related calls compared to all priority one calls for service. The preliminary data show that there is not a statistically significant difference.

To assess Secondary compliance, the IMT reviewed the CPD’s completed *CIT Officer Implementation Plan*, including the methodology used to determine the varied factors that weigh into establishing the number of Certified CIT Officers required to meet response-ratio targets across districts and watches. We also reviewed the *Q1 2026 CIT Response Ratio Report* to evaluate implementation and performance against the required response ratios. Together, these materials demonstrated that the CPD developed a data-informed implementation plan and used operational performance data to support compliance with the requirements of this paragraph. The CPD must make a final version of the *CIT Officer Implementation Plan* public per ¶1640.

Going forward, the CPD should continue to monitor response-ratio performance, refine staffing analyses as operational needs evolve, and regularly update implementation data to ensure the CPD meets the response ratios required by this paragraph and maintains timely responses from Certified CIT Officers across all districts and watches. While the CPD continues to make progress in meeting the required response ratios, it still falls short of the requirement to ensure that Certified CIT Officers are available on every watch in each district to timely respond to at least 75% of the calls for service identified as involving individuals in crisis (see ¶108(b)). The IMT looks forward to an increased operational framework that more explicitly analyzes current Certified CIT Officers in each district and watch with projected Certified CIT Officers to meet the required response ratios.

Paragraph 108 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: None
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶109

109. *The CIT Officer Implementation Plan will further identify the steps that are necessary to meet and maintain the initial response ratio target by January 1, 2020, and the second response ratio target by January 1, 2022 and the strategies, methods, and actions CPD will implement to make progress to timely achieve and maintain these response ratio targets.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (THIRTEENTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not in Compliance*

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶109.

To assess compliance, the IMT reviewed the CPD’s completed *CIT Officer Implementation Plan* and evaluated whether the *CIT Officer Implementation Plan* “identif[ies] the steps that are necessary to meet and maintain” the response-ratio targets and the “strategies, methods, and actions CPD will implement to make progress to timely achieve and maintain these response ratio targets.” The IMT also reviewed the CPD’s analysis identifying the operational steps necessary to achieve and maintain the required response ratios, evidence demonstrating progress toward those targets, and refinements to the framework used to define timely response based on preliminary data. The CPD produced data supporting the CPD’s first attempt at establishing baseline data on timely response following an established formula. This preliminary data shows a reasonable response time across the City measured against “priority one” mental-health-related calls compared to all “priority one” calls for service. The preliminary data shows that there is not a statistically significant difference. Finally, the IMT examined the *CIT Q1 2026 Response Ratio Report* to verify the CPD’s progress and supporting performance data.

The evidence demonstrated that the CPD established a comprehensive implementation plan, identified actionable strategies to achieve and maintain the required response ratios, and used operational data to refine its response framework. With these efforts, the CPD achieved Secondary compliance. To maintain compliance, the CPD must make a final version of the *CIT Officer Implementation Plan* public per ¶640.

Looking forward, the CPD should continue implementing the *CIT Officer Implementation Plan*, routinely monitor response-ratio performance, evaluate trends using quarterly data, and update operational strategies as needed to demonstrate continued progress toward meeting and maintaining the required response-ratio targets over time. The IMT looks forward to an increased operational framework

which more explicitly analyzes current Certified CIT Officers in each district and watch with projected Certified CIT Officers to meet the required response ratios.

Paragraph 109 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: None
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶110

110. Within 180 days of completing the CIT Officer Implementation Plan, and annually thereafter, CPD will submit a report to the Monitor and the Office of the Attorney (“OAG”) regarding the progress the Department has made to meet (a) the response ratio targets (“Implementation Plan Goals”) identified within the implementation Plan and (b) the number of Certified CIT Officers identified as necessary to achieve the response ratio targets. The Monitor and the OAG will have 30 days to respond in writing to CPD’s progress report. The Monitor and CPD will publish CPD’s report and the Monitor’s and OAG’s response, if any, within 45 days of the date CPD submitted the progress report to the Monitor and OAG.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	In Compliance (THIRTEENTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶110.

During the fourteenth reporting period, the CPD achieved Secondary compliance by completing the *CIT Officer Implementation Plan* and submitting the required *CIT Q1 2026 Response Ratio Report*, which documented progress toward the response-ratio targets identified in the *CIT Officer Implementation Plan* and assessed the varied factors associated with the number of Certified CIT Officers needed to achieve those targets.

To assess compliance, the IMT reviewed the *CIT Q1 2026 Response Ratio Report* and evaluated whether the report included accurate analyses, supporting documentation, and data demonstrating progress toward the required response-ratio targets. The review also confirmed that the report identified specific steps to continue increasing response-ratio performance. Based on this assessment, the CPD satisfied the requirements for Secondary compliance. To maintain compliance, the CPD must make a final version of the *CIT Officer Implementation Plan* public per ¶1640.

Looking forward, the CPD should continue to produce increasingly refined response-ratio analyses supported by reliable data, document measurable progress toward the requisite response-ratio targets and consistently submit the annual progress reports required by this paragraph. The CPD must demonstrate ongoing data-driven evaluation, continued refinement of implementation strategies, and consistent reporting that demonstrates progress toward maintaining the required response-ratio targets and adequate staffing of Certified CIT Officers.

Paragraph 110 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: None
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: §111

111. Through the execution of the CIT Officer Implementation Plan, CPD will ensure that it maintains a sufficient number of Certified CIT Officers on duty on every watch of each district to help ensure that a Certified CIT Officer is available to timely respond to each incident identified as involving individuals in crisis, absent extraordinary circumstances.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (THIRTEENTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not in Compliance*

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of §111.

During the fourteenth reporting period, the CPD achieved Secondary compliance by completing the *CIT Officer Implementation Plan* and submitting the required *CIT Q1 2026 Response Ratio Report*, which provided baseline data and documented progress toward the response-ratio targets identified in the *CIT Officer Implementation Plan* and assessed the varied factors associated with the number of Certified CIT Officers needed to achieve those targets.

To assess compliance, the IMT reviewed documentation, analyzed data, and evaluated whether the CPD established the systems necessary to support ongoing execution of this paragraph's requirements. Specifically, the IMT reviewed the CPD's *CIT Officer Implementation Plan*, the *CIT Q1 2026 Response Ratio Report*, and documentation demonstrating numbers of Certified CIT Officers assigned across watches and districts. The CPD produced data supporting the CPD's first attempt at establishing baseline data on timely response following an established formula. This preliminary data shows a reasonable response time across the City measured against "priority one" mental-health-related calls compared to all "priority one" calls for service. The preliminary data shows that there is not a statistically significant difference.

The evidence demonstrated that the CPD is making progress toward the implementation of its *CIT Officer Implementation Plan*, is making progress in meeting required response ratios across districts and watches, and has established processes to track, analyze, and manage performance data. With this, the CPD achieved Secondary compliance. To maintain compliance, the CPD must make a final version of the *CIT Officer Implementation Plan* public per §640.

Looking ahead, the CPD must continue to evaluate and refine its CIT Program; maintain required staffing and training thresholds; continue to conduct data anal-

ysis of the baseline timeliness standard; improve response ratios; and demonstrate execution of the *CIT Officer Implementation Plan*. Further, the CPD must demonstrate that it is ensuring “that it maintains a sufficient number of Certified CIT Officers on duty on every watch of each district to help ensure that a Certified CIT Officer is available to timely respond to each incident identified as involving individuals in crisis, absent extraordinary circumstances.” The CPD should continue to monitor response-ratio data and conduct routine evaluation of its implementation strategies.

Paragraph 111 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Not Applicable	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: None
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶112

112. *If the Monitor determines that CPD has not made material progress toward achieving the CIT Officer Implementation Plan Goals during any given reporting period, CPD will review and revise the CIT Officer Implementation Plan as necessary to enable CPD to make material progress to achieve the Implementation Plan Goals.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance* (THIRTEENTH REPORTING PERIOD)

Secondary: *In Compliance* (NEW)

Full: *Not in Compliance*

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶112.

The CPD achieved Secondary compliance by completing the *CIT Officer Implementation Plan* and demonstrating progress toward meeting the *CIT Officer Implementation Plan* goals, including progress toward meeting the required response ratios, achieving a timely response, and improving data.

The IMT assessed compliance through document review, data analysis, and discussions with CPD personnel. We reviewed the *CIT Officer Implementation Plan*; supporting implementation records; documentation demonstrating refinements to the *Plan* based on reliable data; baseline data regarding response times; and the *CIT Q1 2026 Response Ratio Report*. This evidence demonstrated the CPD's progress toward meeting the implementation plan's goals, including the response-ratio targets required by ¶108. With this, the CPD achieved Secondary compliance. To maintain compliance, the CPD must make a final version of the *CIT Officer Implementation Plan* public per ¶640.

Going forward, the CPD should continue to evaluate implementation of the *Plan* using reliable data, refine the *CIT Officer Implementation Plan* as operational needs evolve, and maintain progress toward the *Plan's* performance goals.

Paragraph 112 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: None
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: None	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: None	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: None
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: None	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: None	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: None
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶114

114. *Certified CIT Officers will receive ongoing feedback from the CIT Program and unit supervisors regarding their responses to incidents identified as involving individuals in crisis.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance (THIRD REPORTING PERIOD)</i>
Secondary:	<i>Not in Compliance</i>
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the CPD maintained Preliminary compliance with the requirements of ¶114.

During the fourteenth reporting period, the CPD made progress toward Secondary compliance by satisfying some of the required training benchmarks for this paragraph. To achieve Secondary compliance, the CPD must receive no-objection notices from the IMT and the OAG for its training materials, demonstrate qualified personnel to fulfill the requirements of this paragraph, and demonstrate that at least 95% of relevant personnel completed the required training.

The IMT assessed the CPD's work toward Secondary compliance through a review of training documentation. Specifically, the IMT reviewed the *CIT Overview for Supervisors Training*, the *District Level Review In-Service Training*, and the *DOCS Activity Log Memo and Completed Log*. The IMT and the Office of the Illinois Attorney General issued no-objection notices for these trainings. We look forward to observing these trainings and receiving training records in the next reporting period.

Looking forward, to achieve Secondary compliance, the CPD should provide training records documenting training completion rates and training evaluation records. Additionally, the CPD should continually evaluate and refine its training program based on ongoing feedback from the CIT Program and unit supervisors, conduct regular training needs assessments, facilitate instructor and course evaluations, perform audits, and update training materials. The CPD should also maintain opportunities for scheduled and unscheduled IMT observations, monitor training completion rates for newly promoted and existing personnel, demonstrate qualified personnel to meet the requirements of this paragraph, and ensure the CPD continues to facilitate the ongoing feedback required by this paragraph over time.

Paragraph 114 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:

Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:

Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:

Preliminary

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:

Preliminary

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:

Preliminary

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:

Preliminary

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:

Preliminary

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:

Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:

Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:

Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:

Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:

Preliminary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:

Preliminary

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

COMPLIANCE PROGRESS:

Preliminary

Crisis Intervention: ¶120

120. CPD will collect, analyze, and report data regarding the number and types of incidents involving individuals in crisis and responses of CPD officers to such events to assess staffing and deployment of Certified CIT Officers and department-wide responses to individuals in crisis. The CIT Program will review the data contained within the submitted CIT Reports, or any similar form of documentation CPD may implement, to evaluate the overall response and effectiveness by CPD officers and identify any district-level and department-wide trends regarding responses to incidents identified as involving individuals in crisis.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	In Compliance (SIXTH REPORTING PERIOD)
Secondary:	In Compliance (NEW)
Full:	Not in Compliance

In the fourteenth reporting period, the CPD achieved Secondary compliance with the requirements of ¶120.

During the fourteenth reporting period, the CPD achieved Secondary compliance by strengthening its processes to track, manage, and analyze Crisis Intervention Team (CIT) data and by demonstrating that the CIT Program uses this data to evaluate performance and identify trends. The IMT’s assessment included a review of the revised *CIT Response Ratio Reports* for Q4 2025 and Q1 2026 to determine whether the reports captured the required data elements and supported meaningful analysis across districts and the CPD. We also evaluated the CPD’s documented processes for reviewing CIT data, assessing data integrity and reliability, identifying operational trends, and developing documentation to support district-level analysis and program effectiveness. The data identified in the CIT Dashboard has also improved with information from the *CIT Report*. Once the revised *CIT Report* is deployed, we anticipate additional data updates.

The evidence demonstrated that the CPD made progress in revising *CIT Reports* to incorporate the required reporting elements, established processes to verify the completeness and reliability of CIT data, and began using this data to identify trends and inform program oversight. We reviewed the Q4 2025 and Q1 2026 *CIT Response Ratio Reports*, documentation describing data verification and preliminary trend analyses, and materials outlining how District, Operations, and Community Support (DOCS) teams capture and document district-level information relevant to the CIT Program. Collectively, this evidence supports a finding that the CPD has established the systems and analytical practices necessary to satisfy the requirements for Secondary compliance.

Looking ahead, the CPD should implement and deploy its revised *CIT Report*, which contains required data elements to analyze the effectiveness of the CIT Program

and district level and department-wide trends. Additionally, the CPD should continue to refine its CIT reporting and analytical processes, conducting regular reviews of response data to identify district-level and department-wide trends and using those findings to improve operational effectiveness. The CPD should also address identified trends through staffing assessments, deployment planning, and program adjustments while ensuring that CIT data consistently informs decision-making and demonstrates effective responses to incidents involving individuals in crisis.

Paragraph 120 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: None	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: None	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: None	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶141

141. *CPD will provide OEMC with an updated list of current and active Certified CIT Officers and their assignment at least every week. At the beginning of each watch, CPD will continue to identify for OEMC the Certified CIT Officers on duty for each watch and in each district so that OEMC dispatchers know which Certified CIT Officers to prioritize for dispatch to incidents involving an individual known, suspected, or perceived to be in crisis.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (THIRD REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (TWELFTH REPORTING PERIOD)
Full:	<i>In Compliance</i> (NEW)

In the fourteenth reporting period, the City and the CPD achieved Full compliance with the requirements of ¶141.

The City and the CPD achieved Preliminary compliance in the third reporting period by incorporating the requirements of this paragraph into Special Order S05-14, *Crisis Intervention Team (CIT) Program*.

The City and the CPD achieved Secondary compliance in the twelfth reporting period by demonstrating a functional system that provides the OEMC with an updated list of current and active Certified CIT Officers and their assignment at least every week and developing a systematic plan to ensure that officers who violate the eligibility criteria or who allow their training to lapse are not prioritized for dispatch.

During the fourteenth reporting period, the CPD achieved Full compliance with this paragraph by sufficiently implementing its policies and demonstrating continued tracking, analysis, and management of data related to Certified CIT Officers. To assess compliance, we reviewed policy implementation, training and operational records, dashboard functionality, and data management processes. The IMT also evaluated evidence demonstrating a functioning system that identifies and removes ineligible officers from the Certified CIT roster in a timely manner and verified that the CIT Dashboard prioritizes Certified CIT Officers for dispatch.

The IMT reviewed the *CIT Q4 2025 Training Report*, the *CIT Q1 2026 Training Report*, *OEMC Transfer Logs*, and the *OEMC Site Visit Presentation*. These materials confirm that the CPD maintained a functioning process to identify and remove ineligible officers from the Certified CIT Officer roster in a timely manner and use the CIT Dashboard to prioritize Certified CIT Officers for dispatch. With this evidence, the CPD achieved Full compliance.

Paragraph 141 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:
Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:
Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:
Preliminary

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:
Preliminary

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:
Preliminary

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:
Preliminary

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:
Preliminary

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:
Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:
Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:
Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:
Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:
Secondary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:
Secondary

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

COMPLIANCE PROGRESS:
Full

Crisis Intervention: ¶142

142. *Within 90 days of the Effective Date, OEMC will ensure that all current active tele-communicators have received mental health and CIT awareness training (“OEMC Training”). OEMC will provide the OEMC Training to new tele-communicators before tele-communicators complete their training and begin answering calls independently.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance (NINTH REPORTING PERIOD)*

Secondary: *In Compliance (NEW)*

Full: *Not in Compliance*

In the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with the requirements of ¶142.

During the fourteenth reporting period, the City and the OEMC achieved Secondary compliance by demonstrating that all new telecommunicators receive mental health and Crisis Intervention Team (CIT) awareness training before independently answering calls. The IMT assessed compliance through document review and verification of training implementation. Specifically, we reviewed *OEMC IMR13 Compliance* materials; *OEMC 2-Hour Crisis Intervention Refresher Training* records; *OEMC 8-Hour Crisis Intervention Training* records; *OEMC Site Visit Presentation*; and observed the delivery of the *8-Hour Crisis Intervention Training*.⁴

The evidence demonstrated (1) that the OEMC incorporated the required mental health and CIT awareness training into the onboarding process for new telecommunicators before they assumed independent call-taking responsibilities; and (2) that the OEMC established and implemented the required training process and consistently documented completion through training records and supporting materials. With this, the OEMC satisfied the requirements for Secondary compliance during this reporting period.

Looking forward, the OEMC should continue to provide the requisite training records and demonstrate effective training delivery consistent with the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) model and the requirements of the Consent Decree. *See, e.g., ¶¶146–47.* The OEMC should take into consideration participant and instructor feedback and aim to increase adult-learning strategies by including updated scenario-based training exercises in its annual training updates. The OEMC should also invite members of the Chicago Council on Mental Health Equity (CCMHE) to observe the training and provide additional feedback. Finally, the OEMC must demonstrate that it has developed the

⁴ The *8-Hour Crisis Intervention Training* is also titled the “*8Hr Mental Health and CIT Awareness Initial Training*.” For consistency, we refer to this OEMC training as the *8-Hour Crisis Intervention Training* throughout this monitoring report.

infrastructure to ensure that future telecommunicators continue to receive timely and sufficient mental-health and CIT-awareness training.

Paragraph 142 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Secondary	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Secondary	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Secondary
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Full	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Full	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Full
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Full	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Full	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶143

143. *The OEMC Training will be at least an eight-hour course taught jointly by qualified OEMC staff and a mental health clinician or advocate.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary: *In Compliance (NINTH REPORTING PERIOD)*
Secondary: *In Compliance (NEW)*
Full: *Not in Compliance*

In the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with the requirements of ¶143.

During the fourteenth reporting period, the City and the OEMC achieved Secondary compliance by completing and implementing the *8-Hour Crisis Intervention Training* required by this paragraph.

To assess compliance, the IMT reviewed *8-Hour Crisis Intervention Training* curricula, training records, instructor qualifications, and related documentation. The IMT verified that the relevant OEMC personnel completed the required eight-hour Crisis Intervention training or two-hour refresher training and evaluated documentation demonstrating that qualified OEMC personnel and a mental-health clinician or advocate jointly deliver the required training. The IMT also reviewed evidence of the annual curriculum review process and revisions that incorporated feedback from the Chicago Council on Mental Health Equity (CCMHE). The IMT observed the training on June 11, 2026. Based on this evidence, the City and the OEMC achieved Secondary compliance with ¶143.

Looking forward, the City and the OEMC should continue to provide the requisite training records; provide ongoing evidence of the annual review and revisions of the training with CCMHE feedback; and provide evidence of the City and the OEMC’s efforts to engage with the community, including the CCMHE, regarding requisite policy, training, and operations development and implementation. The OEMC should also aim to increase adult-learning strategies, including updated scenario-based training exercises, in its annual review and revision of the training, and should invite members of the CCMHE to observe the training and provide additional feedback. *See, e.g., ¶147.* The IMT will also evaluate whether the OEMC continues to improve its training delivery.

Paragraph 143 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Full	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Full
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Full	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Full	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶144

144. *The OEMC Training will cover, at a minimum, the following topics: identification of individuals in crisis; telephonic suicide prevention strategies; crisis and stress management, de-escalation, and scenario-based exercises; interactions with individuals with mental illness; information that should be gathered and shared with the responding officer or Certified CIT Officer when the call-taker suspects that the call involves an individual in crisis; the types of calls that may require the dispatching of a Certified CIT Officer or a coordinated crisis response of first responders reflective of established policy for intake and dispatch; and the procedures for dispatching a Certified CIT Officer.*

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (EIGHTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with the requirements of ¶144.

The IMT assessed compliance by reviewing training materials, curriculum content, training records, implementation documentation, and evidence of data tracking and oversight. Specifically, we reviewed the OEMC’s *8-hour Crisis Intervention Training* materials; *8-hour Crisis Intervention Training* records; *2-hour Crisis Intervention Refresher Training* records; the OEMC’s site-visit presentation; and observed the delivery of the *8-Hour Crisis Intervention Training*. This evidence demonstrated that the relevant OEMC personnel completed the required training, and that OEMC established processes to track, analyze, and manage training data.

The IMT verified that the *8-Hour Crisis Intervention Training* addresses each required topic outlined in ¶144, including identification of individuals in crisis; telephonic suicide-prevention strategies; crisis and stress management, de-escalation, and scenario-based exercises; interactions with individuals experiencing mental illness; information-sharing protocols with responding officers; the types of calls that may require the dispatching of a Certified CIT Officer or a coordinated crisis response of first responders; and dispatch procedures for Certified CIT Officers. The IMT also reviewed evidence of the annual curriculum review process and revisions that incorporated feedback from the Chicago Council on Mental Health Equity (CCMHE). The IMT observed the training on June 11, 2026. Based on this evidence, the City and the OEMC achieved Secondary compliance with ¶144.

Looking forward, the City and the OEMC should continue to provide the requisite training records; provide ongoing evidence of the annual review and revisions of the training with CCMHE feedback; and provide evidence of the City and the OEMC’s efforts to engage with the community, including the CCMHE, regarding requisite policy, training, and operations development and implementation. The

OEMC should also aim to increase adult-learning strategies, including updated scenario-based training exercises, in its annual review and revision of the training, and should invite members of the CCMHE to observe the training and provide additional feedback. The IMT will also evaluate whether the OEMC continues to improve its training delivery.

Paragraph 144 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: Status Update
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Secondary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Secondary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Secondary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Secondary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶145

145. Any training on mental health and CIT awareness that has already been provided to tele-communicators may fulfill the OEMC Training requirement of this Agreement, if the previously provided training satisfies the criteria for the OEMC Training described in this Agreement.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (EIGHTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with the requirements of ¶145.

During the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with ¶145 by finalizing and implementing the required Crisis Intervention training program for telecommunicators.

The IMT assessed compliance by reviewing training materials, curriculum content, training records, implementation documentation, and evidence of data tracking and oversight. Specifically, we reviewed the OEMC’s *8-hour Crisis Intervention Training* materials; *8-hour Crisis Intervention Training* records; *2-hour Crisis Intervention Refresher Training* records; the OEMC’s site-visit presentation; and related documentation. This evidence demonstrated that the relevant OEMC personnel completed the required training and that OEMC established processes to track, analyze, and manage training data.

The IMT verified that the *8-Hour Crisis Intervention Training* addresses each required topic outlined in ¶144. The IMT observed the training on June 11, 2026. Based on this evidence, the City and the OEMC achieved Secondary compliance with ¶145.

Looking forward, the City and the OEMC should continue to provide the requisite training records; provide evidence of updates to trainings as necessary to reflect program changes, including updates to the refresher training and scenario-based exercises; and provide records demonstrating that all telecommunicators have taken the IMT-approved training containing all elements identified in ¶144. The OEMC should also take into consideration participant and instructor feedback and aim to increase adult-learning strategies, including updated scenario-based training exercises, in its annual review and revision of the training, and should invite members of the CCMHE to observe the training and provide additional feedback. See, e.g., ¶147.

Paragraph 145 Compliance Progress History

FIRST REPORTING PERIOD
MARCH 1, 2019 – AUGUST 31, 2019

COMPLIANCE PROGRESS:
Not Applicable

SECOND REPORTING PERIOD
SEPTEMBER 1, 2019 – FEBRUARY 29, 2020

COMPLIANCE PROGRESS:
Not Applicable

THIRD REPORTING PERIOD
MARCH 1, 2020 – DECEMBER 31, 2020

COMPLIANCE PROGRESS:
Status Update

FOURTH REPORTING PERIOD
JANUARY 1, 2021 – JUNE 30, 2021

COMPLIANCE PROGRESS:
Full

FIFTH REPORTING PERIOD
JULY 1, 2021 – DECEMBER 31, 2021

COMPLIANCE PROGRESS:
Full

SIXTH REPORTING PERIOD
JANUARY 1, 2022 – JUNE 30, 2022

COMPLIANCE PROGRESS:
Full

SEVENTH REPORTING PERIOD
JULY 1, 2022 – DECEMBER 31, 2022

COMPLIANCE PROGRESS:
Full

EIGHTH REPORTING PERIOD
JANUARY 1, 2023 – JUNE 30, 2023

COMPLIANCE PROGRESS:
Preliminary

NINTH REPORTING PERIOD
JULY 1, 2023 – DECEMBER 31, 2023

COMPLIANCE PROGRESS:
Preliminary

TENTH REPORTING PERIOD
JANUARY 1, 2024 – JUNE 30, 2024

COMPLIANCE PROGRESS:
Preliminary

ELEVENTH REPORTING PERIOD
JULY 1, 2024 – DECEMBER 31, 2024

COMPLIANCE PROGRESS:
Preliminary

TWELFTH REPORTING PERIOD
JANUARY 1, 2025 – JUNE 30, 2025

COMPLIANCE PROGRESS:
Preliminary

THIRTEENTH REPORTING PERIOD
JULY 1, 2025 – DECEMBER 31, 2025

COMPLIANCE PROGRESS:
Preliminary

FOURTEENTH REPORTING PERIOD
JANUARY 1, 2026 – JUNE 30, 2026

COMPLIANCE PROGRESS:
Secondary

Crisis Intervention: ¶147

147. OEMC will evaluate all mental health and CIT awareness trainings for telecommunicators on at least an annual basis to ensure that the trainings meet OEMC needs, comply with this Agreement, incorporate best practices, and ensure that the training is effective for personnel and for the individuals in crisis served. OEMC will consider recommendations and feedback from the CIT Coordinator and the Advisory Committee when conducting its evaluation.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FOURTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with the requirements of ¶147.

During the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with ¶147 by implementing and evaluating Crisis Intervention training for telecommunicators and demonstrating that the relevant personnel received the required training.

To assess compliance, the IMT reviewed the OEMC’s annual training evaluation process, training curricula, training records, and documentation demonstrating implementation. Specifically, we reviewed the OEMC’s *8-hour Crisis Intervention Training* materials; *8-hour Crisis Intervention Training* records; *2-hour Crisis Intervention Refresher Training* records; the OEMC’s site-visit presentation; and observed the delivery of the *8-hour Crisis Intervention Training*.

The evidence demonstrated that the OEMC established a structured process to evaluate Crisis Intervention training annually, ensure training reflects best practices and Consent Decree requirements, and incorporate recommendations from the CIT Coordinator and the Chicago Council on Mental Health Equity (CCMHE) (“the Advisory Committee”). With this, the City and the OEMC achieved Secondary compliance with ¶147.

Looking forward, the City and the OEMC should continue to conduct and document annual reviews of the OEMC’s mental health and CIT awareness trainings to ensure the curriculum remains consistent with best practices, operational needs, and the requirements of the Consent Decree. The OEMC should also take into consideration participant, instructor, and CIT Coordinator feedback, and aim to increase adult-learning strategies, including updated scenario-based training exercises, in its annual review and revision of the training, and should invite members of the CCMHE to observe the training and provide additional feedback. The City

and the OEMC should also continue to maintain and provide comprehensive records demonstrating completion of the required *8-hour Crisis Intervention Training* and CIT refresher training for all applicable personnel during each reporting period.

Paragraph 147 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	

Crisis Intervention: ¶150

150. The Parties acknowledge that OEMC currently meets regularly with CPD and the City-wide Mental Health Steering Committee. OEMC will continue to meet regularly with CPD, in addition to appropriate members of the Advisory Committee, including service providers and advocates, to review and assess data and information regarding the identification of, the dispatch of, and response to calls for service involving individuals in crisis by OEMC telecommunicators.

Compliance Progress

(Reporting Period: January 1, 2026, through June 30, 2026)

Preliminary:	<i>In Compliance</i> (FOURTH REPORTING PERIOD)
Secondary:	<i>In Compliance</i> (NEW)
Full:	<i>Not in Compliance</i>

In the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with the requirements of ¶150.

During the fourteenth reporting period, the City and the OEMC achieved Secondary compliance with ¶150 by demonstrating that the OEMC assigned qualified personnel to review and assess data related to the identification, dispatch, and response to calls involving individuals in crisis.

To assess compliance, the IMT reviewed documentation, interviewed relevant personnel, and evaluated whether the City and the OEMC established processes to collect, track, analyze, and manage the required crisis response data. Specifically, we reviewed the City’s *Crisis Intervention Collaboration Summary Memorandum* (April–September 2025); *CIT Effectiveness Survey* materials dated June 11, 2026; and an OEMC Site Visit Presentation. We also observed Chicago Council on Mental Health Equity (CCMHE) meetings. Together, these materials demonstrated ongoing collaboration with the CPD and crisis response partners, the assignment of qualified personnel, and the collection and analysis of data supporting OEMC’s response to crisis-related calls for service. This evidence demonstrated that the OEMC implemented the personnel, processes, and data management practices necessary to satisfy the requirements for Secondary compliance.

Looking forward, to maintain Secondary compliance, the City and the OEMC must continue to meet regularly with the CPD and the CCMHE steering committee, maintain documentation of meeting schedules, agendas, attendees, and minutes, and demonstrate ongoing collaboration to review and assess data related to the identification, dispatch, and response to calls involving individuals in crisis. The OEMC should also continue to collect, track, analyze, and manage crisis response data to demonstrate that these practices remain institutionalized and consistently support informed operational decision-making.

Paragraph 150 Compliance Progress History

FIRST REPORTING PERIOD MARCH 1, 2019 – AUGUST 31, 2019 COMPLIANCE PROGRESS: Not Applicable	SECOND REPORTING PERIOD SEPTEMBER 1, 2019 – FEBRUARY 29, 2020 COMPLIANCE PROGRESS: Not Applicable	THIRD REPORTING PERIOD MARCH 1, 2020 – DECEMBER 31, 2020 COMPLIANCE PROGRESS: None
FOURTH REPORTING PERIOD JANUARY 1, 2021 – JUNE 30, 2021 COMPLIANCE PROGRESS: Preliminary	FIFTH REPORTING PERIOD JULY 1, 2021 – DECEMBER 31, 2021 COMPLIANCE PROGRESS: Preliminary	SIXTH REPORTING PERIOD JANUARY 1, 2022 – JUNE 30, 2022 COMPLIANCE PROGRESS: Preliminary
SEVENTH REPORTING PERIOD JULY 1, 2022 – DECEMBER 31, 2022 COMPLIANCE PROGRESS: Preliminary	EIGHTH REPORTING PERIOD JANUARY 1, 2023 – JUNE 30, 2023 COMPLIANCE PROGRESS: Preliminary	NINTH REPORTING PERIOD JULY 1, 2023 – DECEMBER 31, 2023 COMPLIANCE PROGRESS: Preliminary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Preliminary	ELEVENTH REPORTING PERIOD JULY 1, 2024 – DECEMBER 31, 2024 COMPLIANCE PROGRESS: Preliminary	TWELFTH REPORTING PERIOD JANUARY 1, 2025 – JUNE 30, 2025 COMPLIANCE PROGRESS: Preliminary
THIRTEENTH REPORTING PERIOD JULY 1, 2025 – DECEMBER 31, 2025 COMPLIANCE PROGRESS: Preliminary	FOURTEENTH REPORTING PERIOD JANUARY 1, 2026 – JUNE 30, 2026 COMPLIANCE PROGRESS: Secondary	