

Independent Monitoring Report
Recruitment, Hiring & Promotions
Compliance Assessments by Paragraph

Recruitment, Hiring, and Promotions: ¶255

255. To further this goal, the City and CPD will publish job descriptions for each sworn member title code, specifying the current duties, responsibilities, and minimum qualifications for each position.

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

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

The City and the CPD have maintained Secondary compliance with ¶255 since the fifth reporting period and are under assessment for Full compliance.

In this reporting period, the CPD provided a link to updated and published job descriptions, which remains sufficient to maintain Secondary compliance. Full compliance will require the City and the CPD to demonstrate sufficient implementation and sustainment of a systematic policy- and procedure-guided process for developing, revising, and publishing job descriptions for each sworn member. At this time, we are assessing whether the City and the CPD will provide the requisite deliverables to achieve Full compliance with ¶255.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each monitorable paragraph in the Recruitment, Hiring, and Promotions section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpd-monitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-5-Recruitment-Hiring-and-Promotions-2023.11.01-1.pdf>.

Paragraph 255 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:
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

Recruitment, Hiring, and Promotions: ¶257

257. CPD will inform officers of the role of the Office of the Inspector General (“OIG”) in overseeing the hiring and promotions processes.

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

Preliminary: *In Compliance* (FIFTH REPORTING PERIOD)
Secondary: *In Compliance* (SEVENTH REPORTING PERIOD)
Full: *In Compliance* (EIGHTH REPORTING PERIOD)

The City and the CPD maintained Full compliance with ¶257 this reporting period.

In this reporting period, the City and the CPD produced attendance records demonstrating 95% completion of the Office of the Inspector General (OIG) Hiring and Promotion eLearning, as well as an updated version of the *OIG Process eLearning*. After maintaining Full compliance for two consecutive reporting periods, the City and the CPD have demonstrated that they have developed and implemented a sustainable process for informing CPD officers of the OIG’s role. However, the IMT has not received any evaluation records regarding the aforementioned eLearnings, which would be required to achieve full and effective compliance for this paragraph.

Looking forward, the CPD will need to provide evaluation materials for the related OIG eLearnings.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each monitorable paragraph in the Recruitment, Hiring, and Promotions section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpd-monitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-5-Recruitment-Hiring-and-Promotions-2023.11.01-1.pdf>.

Paragraph 257 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:
Preliminary

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

COMPLIANCE PROGRESS:
Secondary

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

COMPLIANCE PROGRESS:
Full

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

COMPLIANCE PROGRESS:
Full

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

COMPLIANCE PROGRESS:
Full

Recruitment, Hiring, and Promotions: ¶261

261. *Within 18 months of the Effective Date, and at least every three years thereafter, CPD will obtain an independent expert assessment of its promotions processes for the ranks of Sergeant and Lieutenant to ensure that its policies and practices comply with the law, are transparent, and are consistent with this Agreement. The independent expert will review the existing Hiring Plan, and any relevant collective bargaining agreements in order to conduct the assessment of the Sergeant and Lieutenant promotions processes. The Sergeant and Lieutenant promotions assessment, at a minimum, will identify: a. the processes by which CPD selects candidates for promotion to Sergeant and Lieutenant who possess a core set of competencies, characteristics, and capabilities and, when applicable, who are effective supervisors in compliance with CPD policy and this Agreement; b. methods for consideration of each candidate's disciplinary history in the selection process; c. Department strategies for promoting qualified applicants who reflect a broad cross section of the Chicago community; d. the frequency with which CPD should hold promotional exams; e. opportunities to increase transparency and officer awareness about the promotions process and promotions decisions, including, but not limited to, identifying criteria for promotions; and f. recommendations for any modifications to the current promotions processes, which would enable CPD to address the requirements of this section.*

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

Recurring Schedule: Every Three Years **Not Yet Applicable**

Preliminary: *In Compliance* (THIRD REPORTING PERIOD)

Secondary: *In Compliance* (THIRD REPORTING PERIOD)

Full: *In Compliance* (NEW)

In the tenth reporting period, the City and the CPD achieved Full compliance with ¶261.

In the summer of 2023, the City conducted a selection process for the independent expert and procured DCI Consulting Group to conduct the assessment. The City informed the IMT and the OAG of the selection process and procurement of DCI Consulting during the site visiting in the ninth reporting period. The City also provided a memorandum to the IMT and the OAG concerning the 2023 selection process for the independent expert.

In this reporting period, the City and the CPD provided an independent expert's, DCI Consulting Group, assessment of the City's and the CPD's promotions processes for the ranks of Sergeant and Lieutenant to ensure that its policies and practices comply with the law, are transparent, and are consistent with the Consent Decree.

DCI's assessment demonstrated compliance with ¶261 requirements. For instance, DCI provided an overview of the sergeant and lieutenant promotion process going as far back as the mid-1990s to present-day. DCI identified the timeline of promotion process, eligibility requirements, and the roles of City entities responsible for promotion processes. DCI also discussed feedback from focus groups and surveys relating to the promotion processes and evaluated CPD's processes to select candidates for promotion to sergeant and lieutenant. This is sufficient to demonstrate compliance with ¶261(a). Compliance with ¶261(b) was demonstrated through DCI's evaluation of those who were promoted and also had a history of discipline between 2019–2021. To satisfy ¶261(c), DCI evaluated the City's and the CPD's strategies for promoting qualified applicants who reflect a broad cross-section of the Chicago community based on gathered information, as well as data driven analysis and similarity data. Notably, DCI pointed out that "the CPD does not currently employ specific strategies to promote qualified applicants reflecting a broad cross-section of the Chicago community, outside of the merit promotion process . . . Instead, the City focuses on increasing the hiring of new officers with diverse backgrounds and encouraging everyone who is eligible to apply for promotions when the opportunity arises."

Compliance with ¶261(d) was demonstrated through DCI's evaluation of the issues the City has had with the frequency of the promotion processes and the work the City is doing to move forward with the processes. In evaluating the transparency and officer awareness of promotion processes in line ¶261(e), DCI determined that although some progress has been made, "there remains a significant disparity in what CPD personnel understand or believe to be true about how their performance is evaluated in the promotional processes." DCI also provided a comprehensive set of recommendations based on its findings, as required by ¶261(f).

Looking forward, to maintain Full compliance, the CPD must fully adopt a process of regularly assessing its promotions processes that is followed as specified in the relevant policies.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each monitorable paragraph in the Recruitment, Hiring, and Promotions section—is available in [Comprehensive Assessment Part I](https://cpd-monitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-5-Recruitment-Hiring-and-Promotions-2023.11.01-1.pdf) (which included *Independent Monitoring Report 8*): <https://cpd-monitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-5-Recruitment-Hiring-and-Promotions-2023.11.01-1.pdf>.

Paragraph 261 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: 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: Secondary
TENTH REPORTING PERIOD JANUARY 1, 2024 – JUNE 30, 2024 COMPLIANCE PROGRESS: Full		

Recruitment, Hiring, and Promotions: ¶262

262. Within 60 days of the completion of the independent expert’s promotions assessment, CPD will develop an implementation plan to respond to any recommendations identified in the assessment, including any recommended modifications to the promotions processes and a timeline for implementation. Upon completion, CPD will share the results of the assessment and its implementation plan with the Monitor for review and approval. Within 60 days of receiving the Monitor’s approval, CPD will begin to implement the plan.

Compliance Progress

(Reporting Period: January 1, 2024, through June 30, 2024)

Preliminary: *In Compliance (FIFTH REPORTING PERIOD)*
Secondary: *Under Assessment*
Full: *Not Yet Assessed*

The City and the CPD maintained Preliminary compliance with ¶262 this reporting period and are under assessment for Secondary compliance.

Although the City and the CPD produced the DCI Implementation Plan, Secondary compliance requires the CPD to sufficiently develop an implementation plan to implement the expert’s recommendations as required by this paragraph. One of the sources for our assessment of Secondary compliance is the development of corresponding policy. We informed the City and the CPD that Secondary compliance requires a policy mandating the adoption and implementation of the DCI Implementation Plan.

Near the close of the tenth reporting period, the City and the CPD produced IAP 07-02, *CPD Sworn Member Promotions*, which includes language requires the implementation of DCI’s implementation plan within 60 days of receiving the IMT’s approval. In the next reporting period, we will aim to review evidence of implementation within 60 days of IMT’s approval of the policy.

A fuller description of the history of compliance efforts, methodologies, compliance determinations for this paragraph—and each monitorable paragraph in the Recruitment, Hiring, and Promotions section—is available in *Comprehensive Assessment Part I* (which included *Independent Monitoring Report 8*): <https://cpd-monitoringteam.com/wp-content/uploads/2024/06/IMR8-Appendix-5-Recruitment-Hiring-and-Promotions-2023.11.01-1.pdf>.

Paragraph 262 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: Secondary		