

EXHIBIT A

SUBSTITUTE ORDINANCE

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

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

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

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

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

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

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

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

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

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

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

SECTION 1. Chapter 2-84 of the Municipal Code of the City of Chicago is hereby amended by inserting a new section 2-84-510 as follows:

2-84-510 Comprehensive Staffing Analysis for the Department.

(a) Within 90 days after the effective date of this section, the Department of Police ("Department"), in consultation with the Deputy Mayor for Community Safety, shall identify and enter into an agreement with a qualified third party to conduct a comprehensive staffing analysis.

(b) The comprehensive staffing analysis will include Department-wide staffing levels and workforce allocation analysis in every Department bureau and unit and at every rank, including sworn and civilian members, to help ensure that the Department has sufficient staffing and efficient workforce allocation.

(c) The Department shall provide quarterly updates on the progress of the third party's work to the Mayor, the full City Council, and the Community Commission for Public Safety and Accountability no later than May 1, 2024; August 1, 2024; November 1, 2024; and February 1, 2025.

(d) The third party shall complete the comprehensive staffing analysis and deliver a written report and recommendations to the Department within one year of the execution of the agreement described in section (a) above. The Department shall deliver a complete copy of the written report and recommendations to the Mayor, the full City Council, the Community Commission for Public Safety and Accountability, and the Office of Public Safety Administration within 10 days of receipt. The Department shall also release a complete copy of the written report and recommendations to the public within 10 days of receipt.

(e) A joint committee consisting of the Committee on Police and Fire and the Committee on Ethics and Government Oversight shall hold a hearing to take place within 30 days of the released report and recommendations.

(f) The comprehensive staffing analysis shall develop a data-driven allocation methodology inclusive of the requirements of consent decree paragraph 356, or any succeeding requirements, that shall be used moving forward to adjust Department staffing at least once a year, no later than April 1.

SECTION 2. This ordinance takes effect upon passage and publication.