

<u>Criteria</u>	<u>CNP Recommendations</u>	<u>Existing Accountability System</u>	<u>79-O-19 proposed CPAC ordinance</u>
Selection of Civilian Oversight members	Evanston residents directly elect members to the Commission every four years whose mission is to hold the police accountable and be able to address bias and structural racism.	members are appointed by the mayor	Commission members are appointed to three (3) year terms by the Mayor with the advice and consent of the City Council after the initial appointments for staggered terms. No member may serve more than two (2) terms. The terms of the initial appointees shall be staggered as follows: Two (2) persons shall serve a one-year term. Three (3) persons shall serve a two-year term. Four (4) persons shall serve a three-year term.
Selection of Police Chief	Elected board members hire and can fire the Police Chief.	The City Manager hires the Police Chief.	The City Manager hires the Police Chief.
Investigations and adjudication of misconduct	<ul style="list-style-type: none"> • Elected board hires its own full-time independent investigators. • Elected board investigates all cases of police misconduct; replaces the Office of Professional Standards. • Elected board adjudicates all cases of misconduct and disciplines officers on basis of investigations where warranted 	<ol style="list-style-type: none"> 1. Complaint submitted to the Office of Professional Standards of the Evanston Police Department. OPS conducts an investigation. 2. The EPD chain of command reviews the OPS report and the Chief of Police makes a determination. 3. The Chief sends his determination to the Citizens' Police Advisory Committee. They vote on whether they agree with the Chief's determination. 4. CPAC's decision is advisory and non-binding. CPAC's decision goes back to the Chief of Police for review. 5. The Chief of police presents EPD's disposition of the complaint to the Human Services Committee of the Evanston City Council for review. 6. HSC's review is advisory and non-binding. 	<ol style="list-style-type: none"> 1. The Commission reviews the completed internal investigation, prior to any final decision on discipline made by the Chief of Police, to determine if it is complete, thorough, objective and fair. 2. The Commission shall provide a written report summarizing its findings upon completion of its review of a completed investigation and the Office of Professional Standards findings to the Chief of Police. 3. The Commission will provide an annual overview to the Human Services Committee of complaints reviewed and findings of the Commission 4. Pursuant to the Collective Bargaining Agreement, only the Police Chief and the City Manager are empowered to impose discipline.

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Community outreach to inform residents of the complaint process; powers and duties of the board.	yes	no requirement	no requirement
Analyze and Investigate policing trends and patterns related to EPD officers and to launch disciplinary investigations into Department members who may demonstrate a pattern of misconduct, racial bias and/or non-compliance with Department policy.	yes	no requirement	no requirement
Evaluate the potential racial impact of existing and any new policies the EPD creates and involve community organizers and people who work with disadvantaged populations in every step of the process.	yes	no requirement	no requirement
Receive, investigate and resolve all civilian complaints against police in 120 days	yes	no time requirement	no time requirement
Compel the Police Chief to explain why he/she has not followed a recommendation	yes	no requirement	no requirement
Provide recommendations aimed at reforming police practices and policies, as well as recommendations that provide alternatives to police.	yes	no requirement	no specific requirements, but part of the Commission's purpose is to provide "thoughtful policy recommendations"
subpoena power to compel witnesses and police files	yes	none	none