



# COMPSTAT AND COMMAND ENGAGEMENT



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<b>RESCINDS:</b>			
<b>INDEX CATEGORY:</b>	01 - Department Organization		
<b>CALEA:</b>			

## I. PURPOSE

This directive:

- A. continues the use of CompStat meetings as a key management accountability mechanism.
- B. establishes post-session CompStat follow-up procedures and responsibilities.
- C. establishes on-going inspection procedures and responsibilities in support of the CompStat process.
- D. introduces the use of the Observation Report ([CPD-42.506](#)).
- E. satisfies CALEA Law Enforcement Standards Chapter 40.

## II. POLICY

The Chicago Police Department is committed to the maintenance of the highest professional standards and the utilization of management accountability processes that foster adherence to the Department's vision, mission, and core values as defined in the directive titled "[Vision, Mission Statement, and Core Values](#)."

## III. GENERAL INFORMATION

CompStat is a performance management process that is used to reduce crime, enhance implementation of Department strategies, foster compliance with Department standards, and achieve other Department goals and objectives. CompStat emphasizes thorough data analysis, information-sharing, and accountability as a means of improving effectiveness within and between the various units of the Department. A central component of the CompStat process involves regular meetings at which specific units, operations, or issues are highlighted and reviewed. The process includes the development and implementation of response plans to address identified crime trends and performance concerns, and the process requires on-going monitoring and follow-up. The Chicago CompStat Model utilizes a probative approach to assess unit, supervisory, and command performance in three categories:

- A. Readiness-examining factors relating to the unit's preparations to meet its assigned responsibilities.
- B. Response-examining factors relating to the unit's activities and operations.
- C. Reach-examining factors relating to the unit's internal staff utilization and coordination efforts with other units, agencies, and the community.

## IV. COMMAND AND SUPERVISORY RESPONSIBILITIES

- A. The Deputy Chief, CompStat Group, will direct the Department's CompStat process and all related monitoring, review, and assessment activities on behalf of and at the direction of the Superintendent of Police. Core duties include:
  - 1. overseeing the analytical and monitoring efforts of the CompStat Unit and Inspections Division;
  - 2. setting and announcing the weekly CompStat meeting and topic schedule;
  - 3. facilitating all CompStat sessions and leading the probative review process;

4. assigning post-session action items, as identified in Item V-B of this directive;
  5. reviewing all Observation Reports ([CPD-42.506](#)), prepared by the Inspections Division in support of the CompStat process, and assigning follow-up responsibilities consistent with Item VI of this directive; and
  6. providing recommendations to the Superintendent of Police, First Deputy Superintendent, Office of Operations; Deputy Superintendent, Office of Constitutional Policing and Reform; and the department's chiefs regarding observed performance concerns, as well as the need to schedule Strategic Support Sessions, as identified in Item V-A of this directive.
- B. All chiefs will:
1. attend and actively participate in the CompStat meeting review process, unless excused by the Superintendent, First Deputy Superintendent, Office of Operations; or Deputy Superintendent, Office of Constitutional Policing and Reform, and
  2. ensure all units under their direction fully engage in the CompStat process and properly complete all assigned unit-level review and assessment response activities.
- C. All deputy chiefs, district and unit commanders, as well as non-exempt unit commanding officers and supervisory members under CompStat review will:
1. attend and actively participate in the CompStat meeting process as directed;
  2. prepare response reports and plans addressing performance concerns identified through the CompStat process; and
  3. actively engage in their assigned duties and take the appropriate supervisory actions to address all performance concerns identified via the CompStat process.

## **V. COMPSTAT MEETINGS AND POST-SESSION ACTION ITEMS**

- A. CompStat Sessions Types
1. Regular Session:
    - a. reviewing unit operations, associated crime conditions, and investigative and support functions for the unit's area of responsibility.
    - b. involving the unit commander or commanding officer, the executive officer (if one is assigned), and other key unit supervisory staff.
    - c. involving the corresponding deputy chief for the unit under review.
    - d. involving other command and supervisory personnel with associated operational, investigative, or support functions relating to the unit under review.
    - e. including the Superintendent, First Deputy Superintendent, Deputy Superintendent, and the chiefs as executive reviewers.
  2. Strategic Support Session:
    - a. providing supplemental review of unit operations, and focusing on unaddressed areas of performance concern identified through the Compstat process.
    - b. seeking the development of specific performance enhancement strategies, and providing performance guidance in executive session.
    - c. involving the unit commander or commanding officer and executive officer (if one is assigned), as well as the corresponding deputy chief for the unit under review.
    - d. including the Superintendent and/or the First Deputy Superintendent or Deputy Superintendent and corresponding chief as executive reviewers.

3. Special Topic Session:
  - a. covering issues requiring wider review and collaboration beyond the regular review process.
  - b. involving personnel from various Department units and other agencies as appropriate to the topic and directed by the Deputy Chief, Compstat Group.
  - c. including, as participants and executive reviewers, the Superintendent, and/or First Deputy Superintendent, and/or Deputy Superintendent, and the involved chiefs.

B. Post-Session Action Items and Follow-Up

1. The Deputy Chief, CompStat Group, may direct post-session action items to the reviewed and other participating units when additional information is needed or the development of a response plan is determined to be of value.

**NOTE:** Action items may be communicated to the corresponding unit personnel orally during the session and/or via email or report from the CompStat Unit after the session.

2. Department command and supervisory personnel assigned post-session action items will:
  - a. perform the analysis, take the appropriate action, and prepare a written response as directed and within the communicated due date.
  - b. forward the required To-From-Subject Report, addressed to the Superintendent of Police and to the attention of the Deputy Chief, CompStat Group, by:
    - (1) submitting original paper report via their chain of command, and
    - (2) providing an advance copy of the report approved by the unit commander via email sent to [compstat@chicagopolice.org](mailto:compstat@chicagopolice.org).
  - c. CompStat and Inspections Division personnel will conduct follow-up reviews of post-session action item unit response reports on a periodic basis and when directed by the Deputy Chief, CompStat Group.

**VI. ONGOING MONITORING, INSPECTIONS, AND SUPPORT**

- A. The Commander, Inspections Division, in consultation with the Deputy Chief, CompStat Group, will assign field inspectors and other division personnel in support of the CompStat process and monitoring Department efforts relating to:

1. community engagement efforts
2. crime scene responses and investigative procedures
3. cross-unit collaboration
4. equipment and vehicle/fleet usage
5. facility conditions
6. manpower and staffing
7. proactive policing efforts
8. radio procedures
9. roll call and check-off procedures
10. Strategic Decision Support Center Initiative activities
11. supervisory engagement

12. uniform and appearance compliance
  13. other matters impacting unit performance and departmental effectiveness, and compliance with the consent decree between the City of Chicago and the Illinois Attorney General.
- B. Inspections Division personnel engaging in CompStat-related monitoring will prepare an Observation Report ([CPD-42.506](#)):
1. indicating the corresponding topics that are the subject of the observation.
  2. classifying the observation type as either:
    - a. "Complimentary Performance";
    - b. "Within Standards"; or
    - c. "Performance Concern."
  3. providing time, place, and location details, and a summary of the observation.
  4. identifying the involved unit supervisory personnel contacted regarding the observation.
  5. submitting the report for review by the Commander, Inspections Division, and forwarding to the Deputy Chief, CompStat Group.
- C. The Deputy Chief, CompStat Group, for submitted Observation Reports ([CPD-42.506](#)), will:
1. identify which reports will require further review at the involved unit level, and a reply approved by the commander/commanding officer of the involved unit(s).
  2. include recent reports and patterns of prior reports during the prior twelve months into the analysis of units up for review during a CompStat session.
  3. return the report to the Commander, Inspections Division, for tracking and distribution.
- D. Unit commanders/commanding officers receiving an Observation Report ([CPD-42.506](#)) will:
1. review the report.
  2. for those reports requiring further unit review and a reply, ensure:
    - a. the report is personally prepared or assigned to an appropriate unit supervisor to conduct the required review.
    - b. the appropriate supervisory action is taken or required response plan implemented.
    - c. the reply section of the report is completed within 14 days, and the approved reply:
      - (1) is returned to the Inspections Division via the chain of command, and
      - (2) an electronic copy is emailed to [compstat@chicagopolice.org](mailto:compstat@chicagopolice.org) .
- E. The commanding officer of the CompStat Unit and Commander of the Inspections Division will coordinate the processing and review of all Observation Reports ([CPD-42.506](#)), ensuring:
1. tracking and return of all reports requiring a unit reply, and when not received within 14 days, sending notification of the delinquent report to the corresponding unit commander/commanding officer.
  2. all reports completed during the prior twelve months that correspond to the units under review for a CompStat session are included in the session preparation materials provided to the Deputy Chief, CompStat Group.

## VII. ANALYTICAL SUPPORT

- A. The commander/unit commanding officer of all units will cooperate with the CompStat Unit staff in the timely delivery of all requested reports and documentation during the review preparation process.
- B. The Commander, Deployment Operations Center (DOC), will ensure the availability and participation in the CompStat preparation process of the corresponding DOC gang analysis for any area or district up for review.

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