

Oversight Functions Comparison: Oak Park v. Cambridge Model

Oversight Function	Current in Oak Park (CPOC)	Cambridge Model	Updated Oak Park Model
Staffing	Volunteer committee with part-time administrative support.	Full-time staff shared across multiple commissions with the City's Diversity, Equity, and Inclusion Division, plus a five-member volunteer board.	Full-time professional staff.
Complaint Review Process	Reviews complaint summaries and makes recommendations after internal investigations are complete and Chief has made final determination.	Staff meet monthly with IA to review cases; staff may only investigate if IA has a conflict. The Board reviews completed cases and makes recommendations.	Participates earlier in the process; staff conduct independent review and monitor investigations.
Access to Information	Limited to Internal Affairs summaries and select records; BWC access controlled by police.	Long-standing practice, staff have access to complaint files, IA reports, officer statements, computer aided dispatch logs, and police reports; BWC access is still being developed. Board reviews cases in executive session.	Full access to case files including, but not limited to, IA reports, officer statements, computer aided dispatch logs, police reports, body-worn camera footage, and investigative documentation.
Police Interaction	No formal obligation for police leadership to attend CPOC meetings; inconsistent feedback loop.	Staff meet regularly with IA. IA leadership always attend Board meetings, and the Police Commissioner attends 2-3 times per year; there is no formal requirement for written responses to recommendations.	Regular briefings with police; Chief attends a number of scheduled meetings in a calendar year; formalized communication process and mandated response to recommendations.
Policy Review	Occasionally discusses policy issues but lacks authority or resources for proactive review.	Staff make policy recommendation based on case reviews or community concerns.	Dedicated capacity to review, analyze, and propose reforms to department policies based on case reviews, trends, best practices, and new industry standards.
Community Engagement	Public meetings and some outreach, but limited capacity for	Staff assists complainants in navigating the compliant process; Board meetings are	Compliment and mediation programs, listening sessions, public-facing reports,

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	broader education or dialogue.	public and quarterly reports are posted online.	and formal complaint navigation assistance.
Training for Members	No formal onboarding training requirements. Some training available during tenure.	Board and staff receive required state training and regular professional development, including NACOLE and police provided sessions.	Institutionalized onboarding and continuous training on law, equity, and police practice.
Data Use and Trend Analysis	Minimal; relies on requests and some reporting provided by OPPD.	Quarterly reports summarize complaints by type, outcome, and time from intake to closing; broader trend analysis is limited.	Mandated access and independent reviews to contribute to public safety improvements. Staff analyze trends in complaints, use of force, stops, etc.
Transparency and Reporting	Semi-annual report issued with general statistics and narrative summaries.	Quarterly reports are issued and publicly posted; no dashboards or formal performance metrics.	Publicly posted reports, recommendations, complaint action summaries, and educational materials.