

Citizen Police Oversight Committee: 2025 Work Plan

ENABLING LANGUAGE	#	PROJECT	OUTCOME	TIMEFRAME	COST
Monitor and evaluate the processing of all citizen complaints	1	<ul style="list-style-type: none"> (1) Review citizen complaint investigations as conducted by the OPPD Internal Affairs and vote as to whether to sustain their findings (2) Review citizen complaints that are sent directly to the CPOC and determine proper handling/routing (3) Review “in-progress” complaint timelines (4) Improve communication letter to complainant after complaint is resolved 	<ul style="list-style-type: none"> (1) Report findings of complaints of alleged police misconduct to the complainant(s) (2) Work with OPPD leadership to improve complaint handling (investigation, communication) as necessary or warranted (3) Work with OPPD leadership to ensure periodic communication with complainants when investigations require additional time to complete. 	At the next scheduled regular CPOC committee following investigation completion (60 days from the date the complaint is filed if categorized “informal” and 120 days of the date the complaint is filed if categorized “formal”)	None
Written reports to the Village Board	2	Summarize and analyze statistics re: citizen complaints, alleged rule violations, complainant and PO ethnicity, complainant and PO gender, residence of complainant, complaint/investigation timeframe, and investigative findings of the OPPD and the CPOC	Reports to the Board of Committee activities during the previous six months, summary of complaints, and analysis of other information considered by the Committee.	Semi-Annual	None
Monitor and evaluate the processing of all citizen complaints in regard to police misconduct, including, but not limited to, allegations of discriminatory conduct and/or treatment and the use of excessive force	3	Maintain a log of all citizen complaints, appropriately tagged to identify allegations of (1) racial bias, (2) use of force, (3) mental health concerns, (4) repetitive allegations against the same officer(s), and (5) any other patterns of allegations and/or police behavior that warrant concern by the CPOC	Discuss patterns and concerns within the CPOC and share data/communicate concerns to the OPPD	As needed	None
Monitor and evaluate the processing of all citizen complaints	4	Review the OPPD rules & regulations, and General Orders handbook(s) and work with the OPPD to monitor	Improved understanding of violations by the CPOC and consistency in	As needed	None

		consistency in how rule violation allegations are 'coded' and investigated by the OPPD	recording and reporting alleged violations by the CPOC		
Monitor and evaluate Village efforts in the Police Department in regard to racial and cultural diversity	5	<ul style="list-style-type: none"> (1) With approval from the Board of Trustees, or at the direction of the Board, undertake studies of issues pertaining to police-community relations, policing strategies, recruitment, training, or promotions. (2) Monitor the OPPD's progress toward the 30x30 initiative designed to increase female representation on the police force 	Conduct study and produce report to the Board of Trustees as needed	As needed	As approved by the Board of Trustees
Monitor and evaluate the processing of all citizen complaints	6	<ul style="list-style-type: none"> (1) Attend annual in-service training sessions conducted for the Police Department (2) Ride with Oak Park Police Department Officers (3) Maintain the National Association for Civilian Oversight of Law Enforcement (NACOLE) membership and allow members to attend NACOLE's annual conference in 2025. (4) Explore NACOLE Certification 	<ul style="list-style-type: none"> (1) Obtain in-depth knowledge of legal, environmental and occupational conditions that impact interactions with citizens. (2) CPOC will be aligned with best practices in civilian oversight gained throughout the country. NACOLE provides robust training opportunities to keep abreast of trends in independent police oversight. 	As needed	\$3000 for organizational membership and training
The Committee may report to the Village Board on special items of concern within its purview	7	<ul style="list-style-type: none"> (1) Review and recommend updates to the CPOC ordinance (2) Review FLOCK ALPR Data monthly as directed by the Board of Trustees 	Using community insight and other resources, make recommendations regarding what type of oversight committee the Village of Oak Park should have and recommend update to ordinance accordingly.	As needed, in consideration of the BerryDunn report findings consultation with Pivot Consulting Group's Police Oversight Review	None

Establishment of operating procedures	8	Conduct a comprehensive review of CPOC Procedural Rules	In conjunction with Village Manager and designated staff, review and recommend to the Village Board updated procedural rules to update and address various CPOC processes	As needed, in consideration of the BerryDunn report findings consultation with Pivot Consulting Group's Police Oversight Review	None
Establishment of operating procedures	9	In partnership with the Village Manager's Office, identify resources for ensuring an effective and high functioning police oversight model	In conjunction with the Village Manager and designated staff, review and recommend to the Village Board an updated model that meets the needs of the community	As needed	Up to \$100,000 budgeted in the VM budget
The Committee may report to the Village Board on special items of concern within its purview	10	<ul style="list-style-type: none"> (1) Engage community via survey and/or forum(s) to educate them on the CPOC, its function, and its procedures (2) Solicit feedback from community members to ensure that the complaint process is clear and accessible to all (3) Solicit feedback from community members on other matters of interest or concern to the CPOC as needed (4) Participate in A Day In Our Village to engage with the community 	Recommend to the Village Board options to conduct a survey and/or hold forum(s) to educate the community and/or to solicit feedback as necessary	As needed	\$600 for tent and promotional materials for Day in Our Village
To receive and to then refer complaints from citizens	11	Update Citizen Police Oversight Committee website	Provide education and tools to citizens electronically for the purpose of receiving complaints and additional transparency.	As needed	None