



**OFFICE OF THE MAYOR
CITY OF CHICAGO**

BRANDON JOHNSON
MAYOR

EXECUTIVE ORDER NO. 2025-11

OVERSIGHT OF CHICAGO POLICE DEPARTMENT OVERTIME

WHEREAS, Mayor Brandon Johnson's Administration has successfully enacted public safety strategies that are fiscally responsible, community-centered, and supportive of the City workforce; and

WHEREAS, The Chicago Police Department ("CPD") plays a critical role in keeping Chicagoans safe, and the City recognizes the professionalism and service of its sworn and civilian members; and

WHEREAS, CPD accounts for approximately one-third of the City's Corporate Fund expenditures, requiring disciplined executive oversight to ensure resources are aligned with public safety priorities; and

WHEREAS, Overtime is an essential operational tool for responding to bona fide emergencies and unanticipated needs, but routine reliance on overtime as a staffing practice strains City finances and negatively affects officer wellness; and

WHEREAS, Extended overtime assignments are associated with officer fatigue and stress that may impair safety, judgment, and long-term workforce sustainability; and

WHEREAS, The Office of Inspector General has defined "trolling" as "actively pursuing situations that result in Extension of Tour Overtime such as volunteering for calls at or past the end of a shift notwithstanding the fact that fresh officers have already come on duty, actively seeking a traffic, disorderly conduct or other violation at the end of a shift, and making a [discretionary] arrest at the end of a shift. . ."; and

WHEREAS, The City further finds that if overtime practices incentivize discretionary enforcement activity beyond scheduled tours of duty, when not tied to specific calls for service or time-limited objectives, there is a risk of undermining community trust; and

WHEREAS, The Mayor is responsible for ensuring that executive departments operate within appropriated limits and that public safety strategies advance the goals of Protecting Chicago, including safety, officer wellness, and community trust; now, therefore,

I, BRANDON JOHNSON, Mayor of the City of Chicago, do hereby order as follows:

Section 1. Overtime Cap Compliance.

Except when a bona fide emergency is determined by the Mayor in consultation with the Superintendent, CPD shall not exceed the overtime cap adopted in the annual appropriation ordinance. If CPD desires to exceed the overtime cap adopted in the annual appropriation ordinance, CPD shall coordinate with the Office of Budget and Management and the Office of the Mayor on an ordinance for submission to City Council amending the annual appropriation ordinance to increase the cap. Such ordinance shall identify the source of the additional funding and shall state the districts and job titles the overtime increase shall be used to cover.

Section 2. Authorization.

Any non-emergent request to exceed the overtime cap shall be submitted by CPD to the Office of Budget and Management for review at least three months prior to the need for such additional overtime appropriation.

Such request shall identify:

1. The operations that led to the need for such additional overtime appropriation request
2. The operational need necessitating additional overtime;
3. The districts, units, or job titles affected;
4. The funding source within the department's annual appropriation to be used to provide the additional overtime funding; and
5. Steps taken to mitigate excessive overtime and support officer wellness, including review of overtime-generating deployment practices.

No overtime cap shall be exceeded absent written approval by the Office of Budget and Management, authorization by the Mayor and additional funding appropriation by City Council.

Section 3. Administrative Oversight.

CPD shall administer overtime consistent with applicable collective bargaining agreements, officer wellness, and community trust. The Office of Budget and

Management may require additional administrative controls to ensure compliance with this Order.

Section 4. Emergency Authority.

Nothing in this Order limits the Mayor's authority to authorize overtime in response to a bona fide emergency. Such overtime shall be documented and reviewed administratively.

Section 5. Construction and Effect.

This Order operates solely through executive and administrative authority and shall be construed consistently with applicable law and collective bargaining agreements.

Section 6. Effective Date

This Executive Order shall take effect upon its execution and filing with the City Clerk.



Mayor

Received and filed on Dec 23, 2025



City Clerk

Chicago City Clerk-Council Div.
2025 DEC 23 PM12:36