

SUMMARY REPORT OF INVESTIGATION

I. EXECUTIVE SUMMARY

Date of Incident:	July 18, 2018
Time of Incident:	11:56 AM
Location of Incident:	██████████
Date of COPA Notification:	July 18, 2018
Time of COPA Notification:	12:57 PM

On July 18, 2018, ██████████ was involved in an altercation with an off-duty police officer, Detective ██████████. A witness, ██████████ alleged Detective ██████████ screamed at ██████████ grabbed ██████████ by the shirt, threatened bodily harm to ██████████ and stated he was a police officer. COPA also brought an allegation to the investigating detective, Detective ██████████ for not completing a thorough investigation. COPA’s findings are discussed in the Analysis portion of this report.

II. INVOLVED PARTIES

Involved Officer #1:	██████████ Star # ██████████ Employee ID # ██████████ Date of Appointment: ██████████, 2012, Police Officer as Detective, Unit ██████████ (Bureau of Detectives – Area ██████████ Date of Birth: ██████████, 1986, Male, White
Involved Officer #2:	██████████ Star # ██████████ Employee ID # ██████████ Date of Appointment: ██████████, 1991, Police Officer as Detective, Unit ██████████ (Bureau of Detectives – Area ██████████ Date of Birth: ██████████, 1964, Female, White
Involved Individual #1:	██████████ Date of Birth: ██████████, 1985, Male, Hispanic
Involved Individual #2:	██████████ Date of Birth: ██████████, 1992, Male, Hispanic

III. ALLEGATIONS

Officer	Allegation	Finding / Recommendation
Detective ██████████	1. Screamed at ██████████ in violation of Rule 8 and Rule 9.	Sustained

	2. Grabbed ██████ shirt, in violation of Rule 8 and Rule 9.	Exonerated
	3. Told ██████ words to the effect of “I’m going to kick your ass,” in violation of Rule 2, Rule 8, and Rule 9.	Not Sustained
	4. Told ██████ words to the effect of, “I’m a police officer,” in violation of Rule 2 and Rule 4	Exonerated
Detective ██████	1. Failed to complete a thorough investigation regarding RD # ██████ in violation of Rule 2 and Rule 6.	Exonerated

IV. APPLICABLE RULES AND LAWS

Rules

1. **Rule 2:** Prohibits any action or conduct which impedes the Department’s efforts to achieve its policy and goals or brings discredit upon the Department.
2. **Rule 4:** Prohibits any conduct or action taken to use the official position for personal gain or influence.
3. **Rule 6:** Prohibits disobedience of an order or directive, whether written or oral.
5. **Rule 8:** Prohibits disrespect to or maltreatment of any person, while on or off duty.
6. **Rule 9:** Prohibits engaging in any unjustified verbal or physical altercation with any person, while on or off duty.

Bureau of Detectives Special Orders

1. **BDSO 15-14:** Investigative Guidelines.

V. INVESTIGATION¹

a. Interviews

█████ submitted an **online complaint** to COPA on July 18, 2018.² ██████ wrote that he made a turn on his bike and said mother fucker because someone (not Detective ██████) was in his way. ██████ then heard Detective ██████ curse at him. Detective ██████ “kept making comments and cursing,” ran towards ██████ said he was an off-duty police

¹ COPA conducted a thorough and complete investigation. The following is a summary of the material evidence gathered and relied upon in our analysis.

² Att. 8

officer, and threatened to “beat [redacted] ass.” [redacted] grabbed his bike lock because he “was in fear of [his] life,” as Detective [redacted] was larger and identified himself as a police officer. Per [redacted] Detective [redacted] was “charged with assault” and was “not arrested.”³

COPA interviewed [redacted] on July 18, 2018.⁴ On July 18, 2018, [redacted] was working a construction job at [redacted] St. when he heard screaming. A man on a bicycle ([redacted] [redacted] stopped and stated “what, I didn’t say nothing?”⁵ Another male (Detective [redacted] [redacted] was screaming at [redacted] stopped, turned towards the officer, and was “answering back” to Detective [redacted].⁶ The detective was on foot and appeared to be going to the gym. From [redacted] understanding, [redacted] made a turn on his bike, close to Detective [redacted] and Detective [redacted] thought [redacted] said something to him. [redacted] looked surprised, got off his bike, looked around, and grabbed his bike lock. Detective [redacted] swiftly approached [redacted] and the detective looked agitated. [redacted] related [redacted] grabbed the lock once Detective [redacted] started approaching. Detective [redacted] grabbed [redacted] shirt and gripped it in his fist. The men were face-to-face and screaming. The detective said he was a police officer and going to “kick [redacted] ass.”⁷ [redacted] was about two feet away and interjected by telling Detective [redacted] he should not act like that if he is a police officer. [redacted] stepped back and called the police. Detective [redacted] also called the police. [redacted] reported he did not know either involved party aside from witnessing the incident. [redacted] described Detective [redacted] as “hot-headed” and “arrogant.”⁸ [redacted] believed Detective [redacted] was the aggressor.

COPA interviewed Detective [redacted] on January 4, 2019.⁹ On July 18, 2018, Detective [redacted] was walking to east on [redacted] St., towards his gym at [redacted] Ave. Per Detective [redacted] there is a daycare in the gym and he has almost walked into toddlers as they exited. When turning the corner, Detective [redacted] was almost hit by [redacted] who was riding his bike on the sidewalk and coming from the opposite direction. [redacted] proceeded west on [redacted] St. while “saying something” to Detective [redacted].¹⁰ Detective [redacted] was not sure what [redacted] was saying, as it was in a mixture of English and Spanish, but related [redacted] tone was angry. Detective [redacted] got closer to [redacted] and warned him against hurting children exiting the gym. Detective [redacted] continued closer and [redacted] lifted a metal, U-shaped bike lock over his head. Detective [redacted] stated he approached [redacted] at a “quickened walk.”¹¹ Per Detective [redacted] he chose to approach [redacted] because he wanted to talk to [redacted] about children exiting the gym. Additionally, [redacted] was saying something that Detective [redacted] could not hear.

Detective [redacted] then stated he was a police officer and extended his arm towards [redacted]. Detective [redacted] did not recall if he made contact with [redacted] or if he grabbed [redacted] shirt. Detective [redacted] stated he was focused on the bike lock. [redacted] lowered his bike lock and began saying negative things about Detective [redacted] and CPD. Detective

³ Attempts to conduct an interview with [redacted] were unsuccessful (Att. 31).

⁴ Att. 3

⁵ Approximately 3:17 minute mark of Att. 3.

⁶ Approximately 7:35 minute mark of Att. 3

⁷ Approximately 10:02 minute mark of Att. 3.

⁸ Approximately 23:29 and 23:37 minute marks of Att. 3.

⁹ Att. 26

¹⁰ Approximately 4:43 minute mark of Att. 26.

¹¹ Approximately 15:55 minute mark of Att. 26.

██████ denied threatening to kick ██████ ass or threatening to harm ██████ Both men called the police and ██████ continued speaking ill of CPD. Detective ██████ stated he was talking over traffic and emphasizing that ██████ should be careful, but he denied screaming at ██████ Detective ██████ could not recall if he directed profanity at ██████ but may have said something to the effect of, “Hey, there’s fucking kids.”¹² Detective ██████ was unable to hear ██████ conversation with the responding officers: Sergeant ██████ and Officer ██████ Detective ██████ did not believe he told either Department member he wanted to file charges or sign complaints against ██████ Detective ██████ believed he was reported as the victim on the Original Case Incident Report because ██████ raised a bike lock to the detective’s head.

COPA interviewed **Sergeant ██████** on December 12, 2018.¹³ On July 18, 2018, Sergeant ██████ was assigned to field-duty and responded to a request for a supervisor at ██████ St. Per Sergeant ██████ and Detective ██████ told Sergeant ██████ essentially the same version of events as each other: the men exchanged words, Detective ██████ approached ██████ raised a bike lock, and Detective ██████ said he was a police officer. Per Sergeant ██████ the only differences between the statements were that Detective ██████ stated he walked quickly towards ██████ but ██████ stated the detective ran. Additionally, Detective ██████ reported ██████ almost hit him while ██████ stated he almost hit a third-party. A witness, ██████ told Sergeant ██████ he saw Detective ██████ grab ██████ Sergeant ██████ stated he wrote the Initiation Report for this incident and approved the Original Incident Case Report. Sergeant ██████ stated neither party was arrested because he did not have enough probable cause. Sergeant ██████ considered charging ██████ with aggravated assault, but thought it was reasonable ██████ lifted the bike lock in defense after Detective ██████ approached him. Sergeant ██████ stated it was his decision not to arrest anyone. Sergeant ██████ did not speak with Detective ██████ regarding her investigation and did not know why she did not speak to ██████

On December 13, 2018, COPA interviewed **Officer ██████**¹⁴ On July 18, 2018, Officer ██████ responded to ██████ St. to a call of assisting a police officer. Officer ██████ knew she was responding to an off-duty officer prior to her arrival. Detective ██████ told Officer ██████ he was turning a corner and a bicyclist riding on the sidewalk almost hit the detective and a third-party. Officer ██████ then spoke to ██████ who told her he was riding his bike on the sidewalk when Detective ██████ “yelled at him.”¹⁵ Officer ██████ related both men told essentially the same version of events. Per Officer ██████ no one was arrested because neither man said they wanted the other arrested. Additionally, Sergeant ██████ made the decision to document the incident in a report. Officer ██████ was unaware of Detective ██████ investigation of this incident.

COPA interviewed **Detective ██████** on January 3, 2019.¹⁶ On July 23, 2018, Detective ██████ was assigned to investigate the incident between Detective ██████ and ██████ Detective ██████ stated she is a summary detective and investigates non-criminal and simple matters. Detective ██████ did not respond to the initial incident on July 18, 2018. Detective

¹² Approximately 13:20 minute mark of Att. 26.

¹³ Att. 15

¹⁴ Att. 18

¹⁵ Approximately 4:05 minute mark of Att. 18.

¹⁶ Att. 21

█████ spoke with Detective █████ and she also verified there was no surveillance video of the incident. Detective █████ recalled that Detective █████ “was upset that he almost got run over.”¹⁷ Detective █████ stated she did not speak to █████ because it was not required. Per Detective █████ this was not a criminal investigation because Detective █████ only wanted to document the incident. Detective █████ related that based the Original Incident Case Report and Detective █████ statement to her, █████ was not a victim. Detective █████ believed Detective █████ was a victim because █████ raised a lock to Detective █████

b. Digital Evidence

Body Worn Camera (BWC) footage was obtained from the Department members who responded to the incident between █████ and Detective █████¹⁸

Sergeant █████

Sergeant █████ arrived on scene at approximately 12:04 PM. █████ told the sergeant that as he was turning a corner on his bicycle, an unknown man almost walked into █████ path. █████ was surprised and stated, “mother fucker.”¹⁹ Detective █████ then turned around and asked what █████ said to him. █████ related that he told the detective he was not speaking to him and asked what Detective █████ problem was. █████ stopped and turned around, at which point Detective █████ ran towards █████ Per █████ Detective █████ told him “I’m gunna beat your ass, I’m a cop,” as he approached.²⁰ █████ then grabbed his bike lock because Detective █████ is bigger than █████ Detective █████ proceeded to stand in █████ face and █████ believed the detective was trying to get █████ to hit him. Once █████ commented that there were witnesses and the detective could go to jail, Detective █████ “backed off.”²¹ █████ then called 911.

Sergeant █████ approached Detective █████ at roughly 12:05 PM. Per Detective █████ he was walking on the sidewalk when █████ almost hit him with his bike. The men began exchanging words and Detective █████ told █████ he was going to hit someone by riding on the sidewalk. █████ then grabbed a bike lock, so Detective █████ put his hand up and told █████ he was an off-duty police officer. Detective █████ denied that he struck █████ Detective █████ related that he wanted to avoid being hit in the head with a bike lock, which was why he said he was CPD. Detective █████ was frustrated that █████ almost ran into him and yelled at him. Detective █████ asserted he was attempting to create space between himself and █████ by putting up his hand. Detective █████ told Sergeant █████ he wanted to situation documented.

At roughly 12:07 PM, Sergeant █████ asked █████ if he just wanted the situation documented. █████ responded asking how he should have responded when someone ran at and threatened him. Detective █████ stated he did not threaten █████ and the two men proceeded to argue.

¹⁷ Approximately 6:08 minute mark of Att. 21.

¹⁸ Att. 20

¹⁹ Approximately 4:27 minute mark of Sergeant █████ BWC.

²⁰ Approximately 4:40 minute mark of Sergeant █████ BWC.

²¹ Approximately 4:49 minute mark of Sergeant █████ BWC.

At roughly 12:08 PM, Sergeant ██████ asked ██████ what he saw. ██████ related he heard noise and turned around, at which point he saw ██████ put down his bike and Detective ██████ run over. Detective ██████ proceeded to grab ██████ shirt. At about 12:21 PM, Sergeant ██████ again spoke with ██████ related he heard ██████ say “what,” then saw ██████ turn around. Detective ██████ ran towards ██████ and ██████ grabbed the lock.

At about 12:11 PM, Sergeant ██████ again spoke to ██████ Sergeant ██████ related he was going to take a complaint and a Department member would contact ██████ denied that he almost struck the detective on with his bike. Sergeant ██████ also told Detective ██████ he was going to document the incident. Detective ██████ asserted he only called the police because he was concerned ██████ was going to hit him in the head with a bike lock.

Sergeant ██████ told Officer ██████ to give each party a VIN (victim identification number) and initiate a RD# (records division number). Detective ██████ related that it was a verbal altercation until ██████ raised the bike lock, which elevated it to assault. Sergeant ██████ stated ██████ was not going to be arrested since ██████ raised the bike lock because he thought Detective ██████ was going to attack him. Detective ██████ acknowledged being “hot under the collar” after he was almost hit by ██████²² Detective ██████ told the sergeant he approached ██████ at an “accelerated walk.”²³

At roughly 12:30 PM, Sergeant ██████ went into a Target store across from the incident between ██████ and Detective ██████ The sergeant spoke to a security guard and viewed security footage, which was visible on BWC. None of the incident was captured.

Officer ██████

Officer ██████ arrived on scene at approximately 12:04 PM and approached Detective ██████ Detective ██████ told her he was walking, turned a corner, and was almost hit by ██████ on his bike. Detective ██████ related ██████ continued yelling and he criticized ██████ for almost striking him. Detective ██████ told Officer ██████ that he proceeded towards ██████ and ██████ raised a bike lock over his head. Detective ██████ then told ██████ he was a police officer and extended his arm between himself and ██████ then put down the lock.

Officer ██████ spoke to ██████ at about 12:05 PM. ██████ told her that he was riding his bike, almost hit someone, and said, “mother fucker.”²⁴ Detective ██████ thought ██████ called him a mother fucker and began cursing at ██████ asked Detective ██████ what his problem was. Detective ██████ then ran towards ██████ stated he was a police officer, and threatened to “beat [██████ ass.”²⁵ ██████ related he grabbed his bike lock because Detective ██████ is larger and ██████ felt threatened. At roughly 12:07 PM, Detective ██████ claimed he never threatened bodily harm against ██████ Officer ██████ told Detective ██████ she was going to document the incident.

²² Approximately 25:54 minute mark of Sergeant ██████ BWC.

²³ Approximately 27:34 minute mark of Sergeant ██████ BWC.

²⁴ Approximately 1:21 minute mark of Officer ██████ BWC.

²⁵ Approximately 1:30 minute mark of Officer ██████ BWC.

At about 12:14 PM, ██████ told Officer ██████ he saw ██████ riding his bike and heard Detective ██████ screaming at ██████. ██████ heard Detective ██████ tell ██████ to get off his bike. ██████ said “what” and Detective ██████ ran over. ██████ pulled out his bike lock and Detective ██████ grabbed ██████ by the shirt.

At roughly 12:18 PM, Officer ██████ spoke with ██████ who related he almost hit an unknown male with his bike that was not Detective ██████. ██████ said “mother” and Detective ██████ thought ██████ said it to the detective.²⁶ Detective ██████ then ran at ██████. ██████ said he was a cop, and threatened to beat up ██████. ██████ stated he grabbed the lock because Detective ██████ said he was a cop, grabbed ██████ shirt, and was larger than ██████ causing ██████ to fear for his life. ██████ backed away and called 911. ██████ believed Detective ██████ wanted ██████ to hit him.

At about 12:21 PM, Sergeant ██████ advised Officer ██████ to give each party a VIN. Officer ██████ stated she was going to start an RD# for aggravated assault. Sergeant ██████ told Officer ██████ to include that ██████ raised the bike lock in defense and to provide both men’s version of events in her narrative.

c. Physical Evidence

No relevant physical evidence was obtained pertaining to the present investigation.

d. Documentary Evidence

An **Original Case Incident Report** was generated with RD # ██████. ██████ was reported as the complainant and Detective ██████ as the victim. Officer ██████ responded to the request for a supervisor. Detective ██████ stated he was walking into the gym “when he was cut off by a bicyclist who was riding on the sidewalk and who nearly struck another unknown individual and” Detective ██████. Detective ██████ told ██████ to “watch it” and “obscenities were exchanged.” Detective ██████ approached ██████ and said he was a CPD officer. ██████ “jumped off his bicycle, grabbed the lock from the bike, and pushed the lock into the victims [*sic*] direction.” In order to protect himself, Detective ██████ extended “his arms and hand” towards ██████. A witness reported hearing a verbal exchange, saw ██████ grab a lock, and saw the detective grab ██████ shirt. ██████ added that after Detective ██████ said he was a police officer, ██████ “grabbed a lock to protect himself in that police have a history,” the detective was larger, and ██████ is Hispanic. ██████ told Detective ██████ he was going to get fired while Officer ██████ took the report. Sergeant ██████ also responded.

Case Supplementary Reports were also obtained for RD # ██████. The assigned detective was Detective ██████. The incident was closed as non-criminal. Detective ██████ spoke to Detective ██████ but not ██████ as there was to be an internal investigation.

²⁶ Approximately 14:24 minute mark of Officer ██████ BWC. ██████ made the comment with emphasis to imply he meant, “mother fucker,” and not just “mother.”

²⁷ Att. 12

²⁸ Atts. 13, 14

Detective ██████ did not provide any information in addition to what was in the Original Case Incident Report.

The following relevant **Office of Emergency Management and Communications Event Query Reports** were obtained from July 18, 2018.

- **Event Number** ██████ initiated at roughly 11:55 AM. ██████ stated an off-duty officer assaulted him.²⁹ Beat ██████ was dispatched at about 11:58 AM. Beat ██████ assisted at about 12:00 PM. A case report was generated at approximately 12:24 PM. Beat ██████ disposed the call at about 1:35 PM.
- **Event Number** ██████ initiated at approximately 11:57 AM, when Detective ██████ called and requested police assistance.³⁰ He identified himself as an off-duty officer and provided his star number. Detective ██████ reported a Hispanic male “pulled a bike lock” on him.
- **Event Number** ██████ was initiated at about 11:59 AM, after ██████ called and stated an off-duty police officer assaulted him and was still on scene.³¹ ██████ wanted the officer’s badge number and a sergeant.

A CPD **Initiation Report** was completed on July 18, 2018.³² ██████ reported “he almost collided with someone while on his bicycle” and he and Detective ██████ “got into a verbal altercation.” ██████ stated, “he said something while standing a distance away” and Detective ██████ “ran towards him in an aggressive manner and grabbed him by his shirt.” ██████ called for a supervisor then Officer ██████ “called shortly after.”

VI. ANALYSIS

Allegation 1 against Detective ██████ that he screamed at ██████ is **Sustained**. By all accounts, Detective ██████ was upset with ██████ and the two men engaged in a verbal altercation. Available evidence suggests that ██████ stopped after Detective ██████ yelled at him. BWC from the responding officers showed Detective ██████ continuing to go back-and-forth with ██████ after the altercation was over. The evidence suggests ██████ raised the bike lock because Detective ██████ approached him aggressively. COPA acknowledges that Detective ██████ had a right to be upset with and critical of ██████. However, Detective ██████ could have expressed his displeasure with ██████ and moved on, but instead he approached ██████ and the altercation escalated. The independent eye witness, ██████ described Detective ██████ as a “hot head” and felt he was the aggressor in the situation. More importantly, Detective ██████ was wearing CPD t-shirt during the incident and identified himself as a police officer (which is discussed below). Per CPD Rules and Regulations, “Since the conduct of a member, on or off duty, does reflect directly upon the Department, a member must at all times conduct himself in a manner which does not bring discredit to himself, the Department or the city.”

²⁹ Att. 10

³⁰ Att. 11

³¹ Att. 9

³² Att. 7

Because Detective [REDACTED] treated [REDACTED] disrespectfully, engaged in an unnecessary verbal altercation, and was representing CPD, this allegation is Sustained.

Allegations 2 and 4 against Detective [REDACTED] that he grabbed [REDACTED] shirt and told [REDACTED] words to the effect of, "I'm a police officer," are both **Exonerated**. Based on available evidence, Detective [REDACTED] extended his arm to [REDACTED] and announced his office in response to [REDACTED] lifting up the bike lock. Since Detective [REDACTED] was in reasonable fear of receiving a battery, both allegations are Exonerated.

Allegation 3 against Detective [REDACTED] that told [REDACTED] words to the effect of "I'm going to kick your ass," is **Not Sustained**. Detective [REDACTED] denied threatening to kick [REDACTED] ass or making any threats against [REDACTED]. In his BWC recorded statements to Sergeant [REDACTED] and Officer [REDACTED] in addition to his online complaint to COPA, [REDACTED] alleged Detective [REDACTED] did make this threat. While [REDACTED] also told COPA that Detective [REDACTED] made this threat, it was unclear if he heard Detective [REDACTED] say this, or if he was relating what [REDACTED] said. [REDACTED] told COPA he did not observe the onset of the encounter, which would have potentially included this statement. Based on BWC, [REDACTED] never told Sergeant [REDACTED] and Officer [REDACTED] that he heard this statement. Since there is not enough information to determine whether Detective [REDACTED] threatened [REDACTED] this allegation is Not Sustained.

Allegation 1 against Detective [REDACTED] that she failed to complete a thorough investigation regarding RD # [REDACTED] is **Exonerated**. Bureau of Detectives Special Order BDSO-15-14 states that "It is the responsibility of all members of the Bureau of Detectives to conduct thorough investigations into all criminal and certain non-criminal incidents [...] All investigative leads will be thoroughly pursued and documented in a timely and comprehensive manner." However, this same Bureau of Detectives Special Order only requires detectives of summary investigations to contact the victim. The Original Incident Case Report was written by Officer [REDACTED] and listed Detective [REDACTED] as the victim. While it would have been best practice to reach out to [REDACTED] and Detective [REDACTED] Detective [REDACTED] was only required to contact Detective [REDACTED] which she did. [REDACTED] was given a VIN and could have pursued filing a criminal complaint, but he did not. Instead he contacted COPA. Since Detective [REDACTED] was in compliance with Department Directives, this allegation is Exonerated.

VII. LEGAL STANDARD

For each Allegation COPA must make one of the following findings:

1. Sustained - where it is determined the allegation is supported by a preponderance of the evidence;
2. Not Sustained - where it is determined there is insufficient evidence to prove the allegations by a preponderance of the evidence;
3. Unfounded - where it is determined by clear and convincing evidence that an allegation is false or not factual; or
4. Exonerated - where it is determined by clear and convincing evidence that the conduct described in the allegation occurred, but it is lawful and proper.

A **preponderance of evidence** can be described as evidence indicating that it is **more likely than not** that the conduct occurred and violated Department policy. *See Avery v. State Farm Mutual Automobile Insurance Co.*, 216 Ill. 2d 100, 191 (2005), (a proposition is proved by a preponderance of the evidence when it has found to be more probably true than not). If the evidence gathered in an investigation establishes that it is more likely that the misconduct occurred, even if by a narrow margin, then the preponderance of the evidence standard is met.

Clear and convincing evidence is a higher standard than a preponderance of the evidence but lower than the "beyond-a-reasonable doubt" standard required to convict a person of a criminal offense. *See e.g., People v. Coan*, 2016 IL App (2d) 151036 (2016). Clear and Convincing can be defined as a “degree of proof, which, considering all the evidence in the case, produces the firm and abiding belief that it is highly probable that the proposition . . . is true.” *Id.* at ¶ 28.

VIII. RECOMMENDED DISCIPLINE FOR SUSTAINED ALLEGATIONS

a. Detective ██████████

i. Complimentary and Disciplinary History

Detective ██████████ has no relevant disciplinary history. Detective ██████████ has received thirty-six (36) honorable mentions, one (1) superintendent honorable mention, and four (4) department commendations along with four (4) complimentary letters.

ii. Recommended Penalty, by Allegation

1. Allegation No. 1

Detective ██████████ was rightfully angry under the circumstances; however, his reaction was outside of better judgement and policy. Detective ██████████ made two critical mistakes, first by running toward or swiftly moving toward ██████████ while engaging in a verbal argument he escalated the encounter. Next, and most importantly, by invoking his status as a police officer he made the incident a department matter. While both parties participated in the incident, as a Department member Detective ██████████ is held to a higher standard. The independent witness in this case made specific mention that Detective ██████████ stated he was an officer. This evidences the necessity for officers to keep their cool even while off-duty and be conscious of the circumstances in which they state they are officers. In sum, based on the relative lack of egregiousness of the offense and the officer complimentary and disciplinary history, COPA recommends a reprimand.

IX. CONCLUSION

Based on the analysis set forth above, COPA makes the following findings:

Officer	Allegation	Finding / Recommendation
Detective ██████████	1. Screamed at ██████████ in violation of Rule 8 and Rule 9.	Sustained

	2. Grabbed [REDACTED] shirt, in violation of Rule 8 and Rule 9. 3. Told [REDACTED] words to the effect of “I’m going to kick your ass,” in violation of Rule 2, Rule 8, and Rule 9. 4. Told [REDACTED] words to the effect of, “I’m a police officer,” in violation of Rule 2 and Rule 4	Exonerated Not Sustained Exonerated
Detective [REDACTED]	1. Failed to complete a thorough investigation regarding RD # [REDACTED] in violation of Rule 2 and Rule 6.	Exonerated

Approved:

[REDACTED]

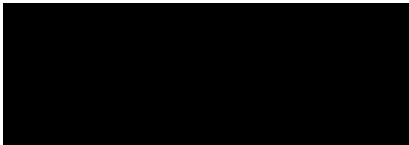

July 8, 2019

 Andrea Kersten
 Deputy Chief Administrator – Chief Investigator

 Date

Appendix A

Assigned Investigative Staff

Squad#:	Four
Investigator:	
Supervising Investigator:	
Deputy Chief Administrator:	Andrea Kersten