

SUMMARY REPORT OF INVESTIGATION

I. EXECUTIVE SUMMARY

Date of Incident:	Nov. 6, 2018
Time of Incident:	3:00 p.m.
Location of Incident:	██████████
Date of COPA Notification:	Nov. 6, 2018
Time of COPA Notification:	8:08 p.m.

On November 6, 2018, ██████████ wife of Probationary Police Officer ██████████¹ and her mother, ██████████ called 911 and reported that Officer ██████████ threatened to kill them and the police if they responded to his home. Police responded to the home, and while on the scene, officers recovered PPO ██████████ duty weapon, which was on his person, and a Glock 26 handgun, which was in the main bedroom under the mattress that his one-year-old daughter was sleeping on top of at the time. Officer ██████████ was arrested, transported to the ██████████ District Station, and charged with Simple Assault. COPA finds the allegations are Sustained.

II. INVOLVED PARTIES

Involved Officer #1:	██████████ Star# ██████████ Employee# ██████████, DOA ██████████, 2017, Police Officer, Unit ██████████ DOB ██████████, 1991, Male, Black
Involved Individual #1:	██████████ DOB ██████████ 1992, Female, Black

III. ALLEGATIONS

Officer	Allegation	Finding / Recommendation
Officer ██████████	1. The Reporting Party Victim, ██████████ alleged that on Nov. 6, 2018, at the location of ██████████ at approximately 5:00 p.m., PPO ██████████ # ██████████ Unit ██████████ threatened to kill her in Violation of Rules 2 and 9.	Sustained/ Separation

¹ ██████████ was a probationary police officer at the time of the incident. However, he is no longer on probation. Throughout this report, he will be referred to as PPO ██████████ reflecting his status at the time of this incident.

<p>2. It is also alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00 p.m., PPO [REDACTED] # [REDACTED] Unit [REDACTED] was in possession of an unregistered weapon in Violation of Rule 6.</p>	<p>Sustained/ 60 day Suspension</p>
<p>3. Additionally, on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00 p.m., it is alleged that PPO [REDACTED] # [REDACTED] Unit [REDACTED] failed to properly secure his weapon in Violation of Rules 1 and 6.</p>	<p>Sustained/ 60 day Suspension</p>
<p>4. It is further alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00 p.m., PPO [REDACTED] # [REDACTED] Unit [REDACTED] consumed an alcoholic beverage while being in possession of his firearm in Violation of Rule 6.</p>	<p>Sustained/ 60 day Suspension</p>
<p>5. It is alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00 p.m., PPO Tristan [REDACTED] # [REDACTED] Unit [REDACTED] made threats against [REDACTED] and/or members of [REDACTED] family in Violation of Rules 2 and 9.</p>	<p>Sustained/ Separation</p>
<p>6. It is also alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00 p.m., PPO Tristan [REDACTED] # [REDACTED] Unit [REDACTED] engaged in an unjustified verbal altercation with [REDACTED] and/or members of [REDACTED] family in Violation of Rules 2 and 9.</p>	<p>Sustained/ Separation</p>

IV. APPLICABLE RULES AND LAWS

Rules

1. Rule 1 – Violation of any law or ordinance.
2. Rule 2 – Any action or conduct which impedes the Department’s efforts to achieve its policy and goals or brings discredit upon the Department.

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3. Rule 6- Disobedience of an order or directive, whether written or oral.
 4. Rule 9 – Engaging in any unjustified verbal or physical altercation with any person, while on or off duty.
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General Orders

1. U04-02 – Department Approved Weapons and Ammunition

V. INVESTIGATION

a. Interviews

In a statement to COPA on November 18, 2018, ██████████ (hereafter ██████████) related that she and Probationary Police Officer ██████████ (hereafter PPO ██████████) have been married for approximately four years and have four children in common, ages six, five, three, and one. ██████████ related that she and PPO ██████████ had marital problems over the past year and recently engaged in a dispute over her contact with ██████████ who is PPO ██████████ sister's (██████████) ex-husband. ██████████ explained that PPO ██████████ checked her T-Mobile account and discovered that she and Mr. ██████████ were in constant communication with each other. Earlier that day, ██████████ mother, ██████████ (hereafter ██████████) and Mr. ██████████ called her while she was at work to tell her that ██████████ wanted to fight her. ██████████ stated that she could not address the issue at the time, which prompted her mother to contact PPO ██████████ and ██████████. ██████████ stated that she did not know exactly what was communicated between her husband and her mother, but she knows that they were arguing back and forth most of the day.

When ██████████ got home, PPO ██████████ arrived shortly thereafter. PPO ██████████ and her mother continued to argue throughout the afternoon, via phone and text message. During one phone call, PPO ██████████ had the phone on speakerphone, and ██████████ was able to hear her uncle, ██████████³ accuse PPO ██████████ of trying to instigate a physical confrontation between ██████████ and ██████████ uncle threatened to come over to their home and beat PPO ██████████. ██████████ stated that either her mother or uncle stated words to the effect of, "Do you love your life?" PPO ██████████ responded, "What do you mean? Do I love my life? Do you love yours? You think you are going to come over here and do something to me on my property. I'll shoot y'all. I have the right to defend myself."

When ██████████ went to take a shower, she received a call from her mother, who told her that she was going to call the police on PPO ██████████. ██████████ stated that she told her mother not to do so but remained on the phone while her mother called 911 on three-way. While ██████████ stated she did not recall the details of the call nor what she reported to the call taker, she related that both she and her mother reported that PPO ██████████ plays with guns in the house. ██████████ stated that she lied because she was mad with PPO ██████████ for calling his sister to come to the house to fight her. ██████████ stated that she never told the 911 dispatcher that she was hiding in the bathroom and has no idea why the police believed she was being held hostage.

² Att. 29, 49

³ ██████████ related that ██████████ lives in Wisconsin and she did not have his contact information. COPA was unable to locate him.

Shortly thereafter, the police called [REDACTED] phone and instructed her to come outside. PPO [REDACTED] came out moments later. The officer took PPO [REDACTED] wine cooler and weapon and placed him inside of the squad car. The police searched the house for PPO [REDACTED] other gun and recovered the gun under the mattress that their baby was sleeping on. [REDACTED] stated that PPO [REDACTED] purchased the gun last year but hadn't registered it yet. She further related PPO [REDACTED] normally keeps the weapon inside a gun case in the back of the closet.

[REDACTED] stated that the account she provided to the police was inaccurate and she lied to the responding officers because she was angry with PPO [REDACTED]

COPA attempted to contact [REDACTED] but was unable to schedule an interview with her.⁴

In his statement to COPA on January 9, 2019, PPO [REDACTED] related that he has known [REDACTED] for eight years, being married to her for four years, and they have four children in common. PPO [REDACTED] related that on the date of the incident he returned home from work when he received a call from his mother-in-law, [REDACTED] informed him that [REDACTED] was having an affair with his brother in law. PPO [REDACTED] did not speak to [REDACTED] for more than a minute. Approximately twenty-five minutes later, [REDACTED] called PPO [REDACTED] back. [REDACTED] was in the car with one of her brothers. According to PPO [REDACTED] she threatened to send her brothers to his house. [REDACTED] brother stated something, but PPO [REDACTED] could not hear him because they were talking simultaneously. At some point, [REDACTED] stated "Do you like your job? Do you love your life?" PPO [REDACTED] perceived her comment as a threat to him and his entire family. He responded that he would protect himself and his property. After he terminated the phone call, he and [REDACTED] began exchanging text messages. PPO [REDACTED] stated that [REDACTED] threatened his job by stating that she was waiting on a phone call from a friend of hers who works at the Chicago Police Department, implying that she planned to cause trouble for PPO [REDACTED] at work.

PPO [REDACTED] related that while seated at the kitchen table and drinking a wine cooler, [REDACTED] told him that [REDACTED] called the police and suggested that he leave because the police were on the way to their residence. When the police responded to the scene, they called [REDACTED] who then went outside to meet him. PPO [REDACTED] who was still in his work pants and drinking his wine cooler, walked outside to meet the police as well. Officers approached PPO [REDACTED] with their weapons drawn, recovered his duty weapon that was holstered on his waist, handcuffed him and placed him inside the squad car. PPO [REDACTED] stated that he did not have a disagreement with [REDACTED] that day, but rather the two of them calmly discussed the allegation of infidelity that [REDACTED] brought to his attention.

PPO [REDACTED] reported that he owns two 9-millimeter semi-automatic weapons, a Glock 19 and a Glock 26. PPO [REDACTED] stated that he normally stores his weapons in a locked gun safe inside of his bedroom closet. PPO [REDACTED] stated that his Glock 19 is registered but admitted that his Glock 26 was not registered at the time of this incident. PPO [REDACTED] explained that he purchased the Glock 26 on March 6, 2018. On March 27, 2018, he injured his left leg which required him to have

⁴ Att. 66

⁵ Att. 36, 51

surgery and go on medical leave for approximately six months. PPO ██████ stated that he did not register the weapon because once you register a weapon, you have to qualify with the weapon and he did not feel comfortable qualifying due to his inability to stand. PPO ██████ returned to full duty on October 12, 2018.

PPO ██████ stated that on the date and time in question, his Glock 26 was stored in between his mattress, inside of his bedroom. He explained that normally he keeps his children out of the bedroom and keeps the bedroom door locked. However, on this day, ██████ placed the his sleeping one-year old daughter on the bed when she went outside to meet the police. PPO ██████ stated that although the weapon was in between the mattress, he still considered it a safe location because his children cannot lift his king size mattress to access it.

PPO ██████ provided a supplemental statement⁶ to COPA on January 24, 2019, to address additional allegations. PPO ██████ upheld his answers that he provided in his previous statement. After watching body worn camera footage⁷ of a video that ██████ showed to the responding officers, PPO ██████ was given the opportunity to provide additional information regarding the incident. PPO ██████ related that he had no knowledge that he was recorded and thought he was having a private conversation with his wife. PPO ██████ stated that, prior to this statement, ██████ told him the police had a recording of him, but she told him that her mother recorded him. He also stated that the information was in the police report. PPO ██████ explained that after the verbal disagreement between ██████ and himself, he had a conversation with his wife and told her what transpired. At one point during the statement the audio was replayed, and a male voice stated, “You love your job. I love mine. If I lose my job, you will lose yours. Guess what? I’m going to come up to your job and blow your shit back, and I’m going to stand over you.” PPO ██████ admitted that he made the statement but explained that he meant that he would go up to ██████ job at Willis Tower and talk to her bosses to let them know how she was coming for his job. He added that he would watch her go down just like she was trying to sabotage his job. PPO ██████ stated that it was the heat of the moment and he made “exaggerated utterances.” Although PPO ██████ stated that he was not in his right mind and was angry after ██████ and her brother threatened him, he did not call the police because he did not think that ██████ and her brothers would come to his residence. PPO ██████ also admitted that he stated that he would kill her uncle and whoever else ██████ sent to his home, but denied the allegation that he threatened ██████ and her brother because he did not say it to them directly but to ██████

b. Digital Evidence

Office of Emergency Management (OEMC) Transmissions recorded that on November 6, 2018 at approximately 4:54 p.m., ██████ placed a three-way phone call to 911 on behalf of her daughter, ██████ who was also on the phone. ██████ reported that her daughters' husband, who is on the police force, threatened to shoot them and the police if the police responded to their home. ██████ who was also on the line, supplied the call taker with her address and reported that her husband, PPO ██████ was currently on the porch while she was inside the bathroom. She stated that her four children were also in the home but did not provide their location.

⁶ Att. 46, 52

⁷ Att. 62, video 4

When asked if PPO ██████ had his weapon at the time he made the threats, ██████ responded that he did not, but ██████ added that he played with guns even before he joined the police force.⁸

Approximately 5 minutes later, OEMC called ██████ back and inquired about the location of the children. ██████ replied that the children, ranging from the ages of one to six, were in the room and she was still inside of the bathroom. During the call, ██████ left the bathroom and reported that PPO ██████ had returned and was in the bedroom.⁹

Body Worn Camera footage shows PPO ██████ standing outside drinking a wine cooler and being arrested by the responding officers. The footage also shows his one-year-old child sleeping on a mattress when the officers entered the bedroom. ██████ is seen lifting the mattress while the officers retrieved PPO ██████ gun from under the mattress.¹⁰

The footage also captures that ██████ reported to the responding officers that PPO ██████ stated to her, “I don’t want anything to happen to you but I will kill you too if you let your uncle come between this and make me lose my job.” She also states that when her mother told PPO ██████ that she would send her brother over to their house, he responded, “Anybody come over here, I’m shooting them. I’m blowing their shit back. You called the police over here. They’re not going to take me out without a fight. Somebody’s gon’ die. If I lose everything, y’all losing everything.” ██████ relates that PPO ██████ stated he would kill her too if she let her mother come between them or caused her to lose her job.¹¹ Officers also speak to ██████ sister, ██████ who was present in the home. However, she relates that she did not hear the threats, as she was in the shower, but did hear yelling and arguing.

Additionally captured on body worn camera is ██████ going to the district station, where she plays an audio recording of PPO ██████ that she captured during their argument.¹² The following statements made by PPO ██████ were discerned in the audio recording:

“Please come. Please bring somebody so I can kill their ass. Please come. Talking big and bad. I will kill you too. Shut the fuck up. Anybody come I will fucking blaze out.”¹³

“You like your job? You like your life? I will show you who I am.”¹⁴

“I got real G’s in my family. I don’t have to make no call. I got hitters for real. We do that!”¹⁵

“I will kill them. You won’t have no more momma, uncle. I don’t care.”¹⁶

⁸ Att. 16, 53, 57

⁹ Att. 54, 58

¹⁰ Att. 62, video 1, 2

¹¹ Att. 62, video 3

¹² Att. 62, video 4

¹³ Id. at 3:00

¹⁴ Id. at 3:34

¹⁵ Id. at 4:33

¹⁶ Id. at 5:00

“You like your job. I don’t care. I lose it. Guess what? You’re losing yours. I’ll come up there and blow your shit back and stand over you and just, you know. Yep. I’ll be in the motherfucker come out swole, but I bet she be dead, her momma, uncle, Leroy, whoever.”¹⁷

“I told her, I’ll blow her down and blow him down too. I don’t give a fuck about your brother.”¹⁸

c. Documentary Evidence

According to Sgt. [REDACTED] **Initiation Report**,¹⁹ he responded to a Request for Supervisor call at [REDACTED] on November 6, 2018. Upon arrival, the complainant, [REDACTED] exited the home and informed him that her husband, off-duty CPD PPO [REDACTED] threatened to kill her earlier in the day. [REDACTED] related that her husband and four children were inside of the home. PPO [REDACTED] then exited the house, was detained and searched by responding officers. Officers recovered a weapon that PPO [REDACTED] had on his person and placed him inside of the squad car. Sgt. [REDACTED] then entered the home and recovered PPO [REDACTED] second gun, which was located under the mattress that his one-year-old child was napping on. [REDACTED] reported that they had been arguing for the past year but this was her first time calling the police. PPO [REDACTED] was placed in custody and transported to the [REDACTED] District Station.

According to **Department Reports**,²⁰ officers responded to [REDACTED] the home of off-duty PPO [REDACTED] and his wife, [REDACTED] reported that PPO [REDACTED] was jealous and upset that she was in contact with her ex-brother-in-law. PPO [REDACTED] threatened to kill her, and her mother, [REDACTED] heard the threat over the phone, prompting [REDACTED] to call the police. PPO [REDACTED] was arrested on signed complaints, transported to the [REDACTED] District Station, and charged with Simple Assault. The responding officers disarmed PPO [REDACTED] and recovered a Glock 19. A Glock 26 was also recovered in the main bedroom of the home, under the mattress that a one-year-old was sleeping on. Subsequent investigation revealed that the Glock 26 was not registered.

According to **Court Documents**²¹ for 18DV [REDACTED] PPO [REDACTED] criminal case was Stricken Off with Leave to Reinstate (SOL) on November 20, 2018.

d. Additional Evidence

Prior to his statement at COPA, PPO [REDACTED] submitted a letter, allegedly prepared and written by [REDACTED] addressing the court regarding the incident that transpired between PPO [REDACTED] and herself. In the letter, [REDACTED] explained that she could not attend court due to employment restraints. She continued by stating that she and PPO [REDACTED] “passed words” between each other that lead to threats being made toward one another but was never intended for [REDACTED]

¹⁷ Id. at 5:08

¹⁸ Id. at 5:34

¹⁹ Att. 4

²⁰ Att. 5,6, 7

²¹ Att. 24, 37

After having several heated conversations with PPO [REDACTED] believed that PPO [REDACTED] sister was trying to harm her daughter, [REDACTED] related that she asked PPO [REDACTED] if he loved his job or his life and proceeded to threaten to send her brothers to his home to “deal with him.” PPO [REDACTED] responded that if anyone came to his home, he would hurt them because he had a right to protect himself. As the situation intensified, [REDACTED] stated that she called the police intent on hurting PPO [REDACTED]. In the closing of the letter, [REDACTED] apologized for using law enforcement resources for her own personal gain.²²

VI. 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 ¶ 2

VI. ANALYSIS

COPA finds that **Allegation #1** that PPO [REDACTED] threatened to kill his wife, [REDACTED] is **Sustained**. During this incident, [REDACTED] called 911 with [REDACTED] on the phone and related that PPO [REDACTED] threatened to shoot them and the police if they responded. Although [REDACTED] does not speak much during the call, she does not refute her mother’s claims. Additionally, [REDACTED] initially reported to police that PPO [REDACTED] stated to her, “I don’t want anything to happen to you, but I will kill you too if you let your uncle come between this and make

²² Att. 38

me lose my job.” ██████ relates that PPO ██████ stated he would kill her too if she let her mother come between them or caused her to lose her job. ██████ recorded the threats PPO ██████ made and they were captured on body worn camera. PPO ██████ can be heard stating, “Anybody come I will fucking blaze out,” and “You like your job. I don’t care. I lose it. Guess what? You’re losing yours. I’ll come up there and blow your shit back and stand over you and just, you know.” Although ██████ recanted and attempted to downplay the incident in her interview at COPA, it is clear from the recordings that the account that she provided the police was the most accurate. Moreover, given PPO ██████ threats to kill her if she caused him to lose his job, it is likely that these threats impacted her truthfulness during her statement to COPA. While Officer ██████ denied the allegation, the evidence refutes his account. Therefore, Allegation #1 is Sustained.

COPA finds that **Allegation #2** that PPO ██████ was in possession of an unregistered weapon is **Sustained**. Based off his own admission and the police report, PPO ██████ had not registered the Glock 26 that he intended to use as a secondary weapon. PPO ██████ explained that once you register a weapon, you are required to qualify, and he did not feel as if he was fit enough to qualify due to his leg injury. PPO ██████ injured himself on March 26, 2018, had surgery on his leg on April 13, 2018, and returned to duty on October 12, 2018. PPO ██████ had the Glock in his possession for approximately three weeks before he was injured and was in possession of the same unregistered weapon for approximately one month after he returned to duty. According to the Chicago Police Department’s Uniform and Property order U04-02, “All firearms owned by a sworn member must be registered per order of the Superintendent. It is the responsibility of the sworn member owning or possessing a firearm to comply with these provisions.”²³ PPO ██████ had adequate time to register his weapon as required by the Chicago Police Department but failed in his duty. Therefore, Allegation #2 is Sustained.

COPA finds that **Allegation #3** that PPO ██████ failed to secure his weapon is **Sustained**. PPO ██████ Glock 26 was recovered by responding officers. As captured on Body Worn Camera, the Glock 26 was located under the mattress that his one-year old child was napping on. Additionally, according to Sgt. ██████ initiation report, the weapon was loaded. Although PPO ██████ stated that he felt it was reasonable and safe to store the weapon under the mattress due to his children’s young ages and their inability to lift a king-sized mattress, it is accessible and not a suitable location to store a weapon when there are four children and two adults, not including PPO ██████ who reside in the home. PPO ██████ weapon was recovered without a locking device and not secured in a lock box or safe. Per the Chicago Police Department’s Uniform and Property order U04-02, “Sworn members are to secure ALL firearms which they own or possess, in a manner that a reasonable person would believe will prohibit access by unapproved individuals, theft, or loss.” The evidence is clear that PPO ██████ actions violated this order. Therefore, Allegation #3 is Sustained.

COPA determined that **Allegation #4** that PPO ██████ consumed an alcoholic beverage while being in possession of his weapon is **Sustained**. Body Worn Camera shows that when responding officers approached PPO ██████ he was standing in front of his house drinking an alcoholic beverage from a glass bottle. Officers recovered a Glock 19 from his waist before he was handcuffed. PPO ██████ also admitted to this conduct during his statement to COPA. Per the Chicago Police Department’s Uniform and Property order U04-02, “While sworn members are

²³ Att. 55

permitted to carry firearms during non-duty hours, they are instructed to refrain from doing so when there is a likelihood that they will be consuming alcoholic beverages or medications which may impair their physical and/or mental abilities.” Therefore, Allegation #4 is Sustained.

COPA finds that **Allegation #5** that PPO ██████ threatened to harm members of ██████ family and **Allegation #6** that PPO ██████ engaged in an unjustified altercation with members of ██████ family are **Sustained**. ██████ and her brother failed to cooperate with the COPA investigation. PPO ██████ stated that she and his mother-in-law had been arguing back and forth throughout the day. He reported that ██████ threatened him and threatened to send her brothers to his home. ██████ recorded PPO ██████ as he was ranting about the phone conversation he had with her mother and his uncle. Although PPO ██████ denied the allegation, he is heard on the audio recording making disturbing threats towards ██████ and her brother including, “I will kill them. You won’t have no more momma, uncle. I don’t care,” “You like your job. I don’t care. I lose it. Guess what? You’re losing yours. I’ll come up there and blow your shit back and stand over you and just, you know. Yep. I’ll be in the motherfucker come out swole, but I bet she be dead, her momma, uncle, Leroy, whoever,” and “I told her, I’ll blow her down and blow him down too. I don’t give a fuck about your brother.”²⁴ PPO ██████ admitted that he was upset and making excited utterances in the video. PPO ██████ submitted a letter to COPA, that was allegedly written by ██████ stating that she and PPO ██████ “passed words” that lead to threats being made toward “one another.” While verbal disagreements are not uncommon amongst family members and not always a rule violation, an argument that escalates to include threats of bodily harm is not conduct becoming of a Chicago Police Officer. While Officer ██████ admitted that he said things out of anger and had no intent of carrying out the threats, his idle threats alarmed ██████ prompting her to call the police for assistance and ██████ prompting her to stay on the phone with 911 during her mother’s call, record PPO ██████ statements, and notify the police. Therefore, COPA finds that Allegation #5 is Sustained.

VII. RECOMMENDED DISCIPLINE FOR SUSTAINED ALLEGATIONS

a. Officer ██████

i. Complimentary and Disciplinary History

1. **Complimentary:** 1 Emblem of Recognition – Physical Fitness, 1 Unit Meritorious Performance Award
2. **Disciplinary:** None

ii. Recommended Penalty, by Allegation

1. **Allegation No. 1:** Separation
2. **Allegation No. 2:** 60-day Suspension
3. **Allegation No. 3:** 60-day Suspension

²⁴ Id. at 5:34

- 4. Allegation No. 4: 60-day Suspension
- 5. Allegation No. 5: Separation
- 6. Allegation No. 6: Separation

On the date of the incident, PPO [REDACTED] made threats to harm and/or kill his wife and her family. COPA found the specificity of his threats and the conviction with which he spoke them to be particularly alarming. Additionally, he was in possession of an unsecured and unregistered weapon and consuming alcohol while in possession of his firearm. The conduct of PPO [REDACTED] in its entirety is dangerous and unacceptable, especially given his probationary status at the time and the presence of four small children in the home. While he took responsibility for some of his conduct, he minimized and denied other conduct. Furthermore, he expressed a belief that his actions off-duty should not be subject to an administrative investigation. This is clearly a fundamental misunderstanding of his duty as a sworn police officer.

COPA finds it particularly troubling that an officer, so new in his profession, would exhibit this level of aggression and lack of control. The fact that PPO [REDACTED] failed to comport himself in a reasonable and safe manner with respect to members of his own family certainly calls into question his ability to do so with members of the public during the stressful and dangerous situations that police officers are required to navigate daily. COPA finds the risk of harm PPO [REDACTED] presents is simply too great for him to remain a police officer. Accordingly, COPA recommends separation from the Department.

VIII. CONCLUSION

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

Officer	Allegation	Finding / Recommendation
Officer [REDACTED]	<p>1. The Reporting Party Victim, [REDACTED] alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00pm, PO [REDACTED] # [REDACTED] Unit [REDACTED] threatened to kill her in Violation of Rule 9.</p> <p>2. It is also alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00pm, PO [REDACTED] # [REDACTED] Unit [REDACTED] was in possession of an unregistered weapon in Violation of Rule 6.</p> <p>3. Additionally, on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00pm, it is alleged that PO [REDACTED] # [REDACTED]</p>	<p>Sustained/ Separation</p> <p>Sustained/ 60-day Suspension</p> <p>Sustained/ 60-day Suspension</p>

<p>Unit [REDACTED] failed to properly secure his weapon in Violation of Rule 6.</p> <p>4. It is further alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00pm, PO [REDACTED] # [REDACTED] Unit [REDACTED] consumed an alcoholic beverage while being in possession of his firearm in Violation of Rule 6.</p> <p>5. It is alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00pm, PO Tristan [REDACTED] # [REDACTED] Unit [REDACTED] threatened to harm members of [REDACTED] family in Violation of Rule 9.</p> <p>6. It is also alleged that on Nov. 6, 2018, at the location of [REDACTED] at approximately 5:00pm, PO Tristan [REDACTED] # [REDACTED] Unit [REDACTED] engaged in an unjustified verbal altercation with members of [REDACTED] family in Violation of Rule 9.</p>	<p>Sustained/ 60-day Suspension</p> <p>Sustained/ Separation</p> <p>Sustained/ Separation</p>
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Approved:

[REDACTED]

March 31, 2020

Andrea Kersten
Deputy Chief Administrator – Chief Investigator

[REDACTED]

March 31, 2020

Sydney R. Roberts
Chief Administrator

Appendix A

Assigned Investigative Staff

Squad#:

Investigator:

Supervising Investigator:

Deputy Chief Administrator:



Andrea Kersten