

SUMMARY REPORT OF INVESTIGATION

Date/Time/Location of Incident:	December 19, 2020, at 1:00 a.m. at [REDACTED]
Date/Time of COPA Notification:	December 19, 2020, at 2:52 a.m.
Involved Officer #1:	Epifanio Salgado, Star #1694, Employee ID#[REDACTED], Date of Appointment: May 1, 2006, Sergeant, Unit of Assignment 015, DOB: [REDACTED], 1980, Male, White Hispanic
Involved Officer #2:	Agustin Salgado, Star #481, Employee ID#[REDACTED], Date of Appointment: March 25, 2002, Lieutenant, Unit of Assignment 019, DOB: [REDACTED] 1980, Male, White Hispanic
Involved Officer #3:	Amelia Kessem, Star #2190, Employee ID#[REDACTED], Date of Appointment: March 8, 1999, Sergeant, Unit of Assignment 016, DOB: [REDACTED], 1976, Female, White
Involved Individual #1:	[REDACTED] DOB: [REDACTED], 1977, Female, White Hispanic
Involved Individual #2:	[REDACTED] 17 years old, Male, White Hispanic
Involved Individual #3:	[REDACTED] DOB: [REDACTED], 1977, Male, White Hispanic
Case Type:	Domestic Violence

I. ALLEGATIONS

Officer	Allegation	Finding
Sergeant Epifanio Salgado	1. On or about December 19, 2020, at approximately 1:00 a.m. at or near [REDACTED] [REDACTED] Chicago, IL, Sgt. Epifanio Salgado was intoxicated while off-duty.	Not Sustained
	2. On or about December 19, 2020, at approximately 1:00 a.m. at or near [REDACTED] [REDACTED] Chicago, IL, Sgt. Epifanio Salgado was in possession of his firearm while intoxicated.	Not Sustained

<p>3. On or about December 19, 2020, at approximately 1:00 a.m. at or near ██████████ ██████████ Chicago, IL, Sgt. Epifanio Salgado pointed his weapon at ██████████ without justification.</p>	<p>Not Sustained</p>
<p>4. On or about December 19, 2020, at approximately 1:00 a.m. at or near ██████████ ██████████ Chicago, IL, Sgt. Epifanio Salgado placed his hands around ██████████ neck without justification.</p>	<p>Sustained</p>

II. SUMMARY OF EVIDENCE¹

On December 19, 2020, ██████████ (hereafter ██████████) called his ██████████ ██████████, ██████████ (hereafter ██████████) to inform him that his ██████████ was involved in a physical altercation with his ██████████, Sgt. Epifanio Salgado (hereafter Sgt. E. Salgado). ██████████ drove to their residence and called the police while on his way. ██████████ alleged he heard his ██████████, ██████████ (hereafter ██████████) say, “You’re hurting me, you’re hurting me,” from inside her bedroom. ██████████ ran into the bedroom and observed Sgt. E. Salgado have both his hands around ██████████ neck. ██████████ was able to physically remove Sgt. E. Salgado’s hands from her neck and get him off ██████████. ██████████ related that his ██████████ Lt. Augustine Salgado (hereafter Lt. A. Salgado), came to pick up Sgt. E. Salgado, and neither of them were on scene when police arrived. ██████████ let responding officers into the home, where they checked on the alleged victim, ██████████ related that what her ██████████ was alleging did not happen. She refused to cooperate with the police and did not give them any information. ██████████ stayed with his ██████████, ██████████ for the remainder of the night. This incident was documented in the **Original Case Incident Report (RD# ██████████)**² and an **Initiation Report**.³

COPA obtained **Body Worn Camera (BWC) footage**⁴ from the responding officers. Sgt. Amelia Kessem (hereafter Sgt. Kessem) arrived on scene first and spoke to ██████████ who relates Sgt. E. Salgado and Lt. A Salgado had just fled in their vehicle with their weapons.⁵ ██████████ then relates that Sgt. E. Salgado engaged in a fight with his ██████████ and ██████████ called him and told him to get over there immediately.⁶ ██████████ said, “They pulled a gun on her. Apparently, he was threatening her. I don’t know what happened. My ██████████ is in the car crying.”⁷ ██████████ appears to be very concerned about the situation and relayed to Sgt. Kessem that his ██████████ is 17 years old. Sgt. Kessem calms him down and tells him to take a breath.

¹COPA conducted a full and complete investigation of this matter, including the interview of all pertinent civilian and officer witnesses, and the collection and review of digital, documentary, and forensic evidence.

² Att. 14

³ Att. 13

⁴ Att. 7-12, 22

⁵ Att. 7 at 2:20-2:25

⁶Att. 7 at 2:36-2:39

⁷ Att. 7 at 2:41-2:45

As Sgt. Kessem approaches [REDACTED] he is visibly upset and relates that he was out with his [REDACTED] when he received a phone call from his [REDACTED], [REDACTED] who sounded scared.⁸ His [REDACTED] told him, “He is trying to play the victim.”⁹ Sgt. Kessem asked, “Who’s trying to play the victim?” [REDACTED] stated, “My [REDACTED]. My [REDACTED] was like whatever—” Sgt. Kessem interrupts and asked, “That your [REDACTED] was what?” [REDACTED] responded, “She didn’t say anything. She just sounded scared, and she said that he tried to hit her, and he has tried before.”¹⁰ He said his [REDACTED] said, “No,” but wasn’t sober.¹¹ [REDACTED] confirmed his [REDACTED] was a police officer.

As [REDACTED] began explaining his relationship to [REDACTED] the BWC shows [REDACTED] sitting in the car with his hand covering his eyes at times. [REDACTED] said when [REDACTED] called him, he said, “Get here right now, get here right now.”¹² When he asked [REDACTED] what was wrong, he told him just to get there. [REDACTED] continued explaining that he jumped in the car and called 911 while enroute to [REDACTED] BWC shows [REDACTED] appears to be restless. He looks at his phone and interrupts [REDACTED] and said, “Can I go check on my [REDACTED]?”¹³ Sgt. Kessem told him they will go and check on her.

The responding officers and Sgt. Kessem approach the house to check on [REDACTED] but there was no answer. [REDACTED] eventually assists the officers using his key to gain access to the house. As they enter the house [REDACTED] calls out to his mom, followed by Sgt. Kessem asking if they could check to see if she was okay. [REDACTED] appears in the hallway, smiling, and says she is okay.

Sgt. Kessem says, “What your [REDACTED] is alleging is a pretty serious matter, obviously, he’s saying that he heard you say that “you’re hurting me, you’re hurting me,” and then he walked in the bedroom and your [REDACTED] was on top of you with his hand on your neck.”¹⁴ [REDACTED] turns towards [REDACTED] and says, “No.” Sgt. Kessem asks, “Is that true?” [REDACTED] responds, “No, that’s not.” Sgt. Kessem asked again, “That’s not true? That didn’t happen?” [REDACTED] turns her head from side to side and says, “No, it didn’t.”¹⁵

[REDACTED] stands with his hands down to his sides, his head slightly lowered and looking down. Sgt. Kessem responds, “Why would your [REDACTED] say such a thing?” [REDACTED] looks at [REDACTED] briefly locking eyes, and [REDACTED] turns his head away. [REDACTED] replies, “I’m sorry.” Sgt. Kessem says, “I mean, why, why would he make that up?” [REDACTED] turns toward Sgt. Kessem and says, “I don’t know, I’m sorry.” Sgt. Kessem responds, “That’s a pretty serious accusation, especially with him being a police officer, we have to take this matter very serious.” [REDACTED] says, “No no, there is nothing wrong, I’m sorry.” Sgt. Kessem responds, “So you’re saying that never happened?” [REDACTED] again says, “No.”¹⁶ An officer then asked [REDACTED] if Sgt. E. Salgado was still at the residence, and she replies, “There’s no one here.”

⁸ Att. 7 at 3:16-3:22

⁹ Att. 7 at 3:22-3:35

¹⁰ Att. 7 at 3:31-3:45

¹¹ Att. 7 at 3:48-3:52

¹² Att. 7 at 4:10-4:20

¹³ Att. 7 at 4:57-5:05

¹⁴ Att. 7 at 9:50-10:08

¹⁵ Att. 7 at 10:08 -10:10

¹⁶ Att. 7 at 10:12 -10:39

Sgt. Kessem informs ██████ that they are going to have to document the incident, and what ██████ told them. She also tells ██████ there will probably be an investigation, which will include an investigator wanting to talk to ██████ says, “There shouldn’t be.” Sgt. Kessem says, “He’s making a very serious accusation, so, we can’t just ignore that, okay?” ██████ responds, “Well, there’s nothing happening.” When Sgt. Kessem tells her that they are going to call internal affairs, ██████ tells her there is no need to. ██████ stood silent the entire time with his head lowered and looking at his ██████ at times.¹⁷ ██████ later says, “We are not saying anything. [...] I’m not saying anything happened.”¹⁸ She further refuses to document anything or give the responding officers further information.

It should be noted that, Sgt. Kessem relates to another Sergeant at the scene that the ██████ was visibly upset about the incident, the Sergeant agreed.¹⁹

Multiple 911 call recordings²⁰ and OEMC Event Queries²¹ capture ██████ calling to report the information he obtained from his ██████. ██████ first called at 12:53 a.m.,²² and appeared to sound frantic. He stated that his ██████ just called him crying hysterically from his ██████’s house, telling him to get there right away and that something was wrong. He did not know exactly what the problem was or what was wrong with his ██████. He informs the dispatcher that his ██████ has never done this before, his ██████’s ██████ is a Chicago Police Officer, and there are guns in the residence. ██████ did not know the exact address to give the dispatcher, so he informed them he would hang up to call his ██████ to obtain the address.

█████ called 911 back at 12:57 a.m.,²³ providing the address of ██████. He informed the dispatcher that he was three minutes away from that address at that moment. He stated he needed police to get there now, and he did not have a good relationship with his ██████’s ██████, who is a police officer.

Another call recording captures ██████ calling at 1:00 a.m.,²⁴ stating the address he previously provided to the dispatcher was incorrect. He was standing in front of the house and provided the address of ██████. He stated that he pulled up to the residence, honked his car horn, the door to the house was open, and it was slammed shut as soon as he exited his vehicle. He stated that he was outside of the house, his ██████ had not come outside yet, but his ██████ told him not to leave.

█████ called 911 a final time at 1:02 a.m.,²⁵ stating that his ██████ just came out of the house and told him there were guns in the house and people arguing inside. The dispatcher asked for

¹⁷ Att. 7 at 11:04 -11:36

¹⁸ Att. 7 at 11:51-12:18

¹⁹ Att. 7 at 19:09 -19:13

²⁰ Att. 23-26

²¹ Att. 3-5

²² Att. 25

²³ Att. 26

²⁴ Att. 24

²⁵ Att. 23

clarification, and █████ stated, “there are guns in people’s hands,” and he needed police there now. His tone appeared to be worried and distraught.

A **phone call** with █████ revealed similar information about the incident documented in the case report.²⁶ He related that he does not believe his █████ told the police the complete truth about the incident. Based on his █████’s behavior he believes the incident between █████ and Sgt. E. Salgado was more violent than his █████ reported. █████ related to █████ that on the day of incident, █████ and Lt. A. Salgado’s █████ were out getting food, and █████ called █████ and told him not to come home. █████ and his █████ immediately left the restaurant, and once they entered the residence, he heard his █████ and the accused arguing in their bedroom. He then heard his █████ state, “You’re hurting me, you’re hurting me.” He ran into the bedroom and saw the accused choking his █████. He intervened and pulled the accused off his █████. He and his █████ both called their █████ because they did not know what to do. █████ stated █████ told him his █████ and █████ have had bad arguments in the past, but nothing as bad as this. █████ stated that his █████ was reluctant to cooperate with COPA’s investigation because the Salgado’s have convinced him that Sgt. E. Salgado would lose his job. █████ had also texted █████ telling him to stay out of their marriage.

COPA spoke to █████ via **phone call**, who stated that nothing happened on the night of December 19, 2020, and he did not wish to cooperate with COPA’s investigation.²⁷ COPA also spoke to █████ via **phone call**, who stated that nothing happened on the night of incident and denied her █████ assaulted her. She refused to cooperate with COPA’s investigation.²⁸ Attempts to speak to █████ were unsuccessful.²⁹

A **Case Supplementary Report** relating to RD# █████ documented a CPD detective speaking to █████ via a phone call.³⁰ █████ denied that her █████ was never physical with her. She related that she and her █████, █████ had a dispute regarding their █████ █████ She further related that she believes that █████ called the police in an attempt to control her. █████ stated that she did not want to proceed with the incident criminally, stating that “it never happened.”

COPA obtained Sgt. E Salgado’s **phone records** from T-Mobile through a subpoena for the night of the incident.³¹ The records reflect that █████ called Sgt. E Salgado over 50 times between 1:00 a.m. and 11:00 a.m. on December 19, 2020. Sgt. E Salgado did not answer the calls from █████ and it appears the calls were forwarded to his voicemail. It also appears that Sgt. E. Salgado placed one phone call to █████ at 4:00 a.m. and the call lasted approximately 8.5 minutes.

COPA interviewed **Sgt. Amelia Kessem**³² on August 2, 2021. Sgt. Kessem did not have much independent recollection of the incident outside of what she reviewed on her report and BWC video. She recalled that when she arrived on scene, █████ approached her very excitedly. When asked about a portion of the BWC that was inaudible, Sgt. Kessem related that she believed

²⁶ Att. 6

²⁷ Att. 18

²⁸ COPA obtained an Affidavit Override. See Att. 16 & 17

²⁹ Att. 29

³⁰ Att. 19

³¹ Att. 32 & 33

³² Att. 21

during that time, ██████ alleged that he saw Sgt. E. Salgado with his hands around his ██████'s neck. She related that ██████ seemed visibly upset about the incident. She also related that ██████ seemed very happy, which was odd to her because it did not fit the narrative of what her ██████ was telling the police. ██████ related to her that the incident that was related to the police by her ██████ was not true and never happened. Sgt. Kessem also noticed on her BWC video that ██████ related to her something about his ██████'s sobriety, but she could not recall or understand exactly what he told her.

COPA interviewed **Sgt. Epifanio Salgado**³³ on November 18, 2021. Sgt. E. Salgado related that he has known ██████ for twenty years, and they have been ██████ for two years. They do not have any children together, and he has known ██████ since he was born. When ██████ was growing up, there was a parenting schedule in place, so he spent time both at ██████ and with his ██████. For the past few years, ██████ has spent most of his time at the Salgado's residence, and he still visits ██████. Neither ██████ nor Sgt. E. Salgado speak to ██████ unless they need to, and their relationship with him is not the best.

Sgt. E. Salgado related that on the night of the incident, himself, ██████ and his nephew, ██████ (hereafter ██████³⁴ had gone to dinner together in Rosemont, Illinois. He drove himself and ██████ and ██████ and ██████ drove in a separate vehicle. After dinner, he and ██████ went to another restaurant and had two drinks each, and he drove them home. When they arrived at home, they did not drink anymore, and ██████ began having an emotional episode because he did not remember that day was the anniversary of her miscarrying their twins. Additionally, he related that he has never seen his ██████ experience an emotional episode before. She was crying, pushing him, scratching him, and yelling at him. She told him that he did not care for her because he did not remember that it was the anniversary.

Sgt. E. Salgado tried to leave, and ██████ would not let him. She blocked both the front door and back door of the house with her body when he tried to exit. She stated she was going to make something up and call ██████. He related that he did not know what she told ██████ over the phone when she called him. ██████ and ██████ arrived at the residence, and ██████ tried speaking to ██████ in an attempt to calm her down. ██████ attempted to "wedge" himself between her and the door to allow space for Sgt. E. Salgado to exit, but ██████ "got really in his face," so he backed off. He related that ██████ does not do well in stressful situations, and he was very emotional and crying. Sgt. E. Salgado, himself, was crying because he did not want to see his ██████ so upset like that. ██████ however, was calmer than the rest of them.

Eventually, ██████ and ██████ went outside, and as ██████ started going upstairs, she made a comment about wanting to harm herself, so Sgt. E. Salgado followed her.³⁵ He said he has a safe in his bedroom closet that contains his weapons and ██████ jewelry, so she is aware of the combination to the safe. ██████ then opened the safe and grabbed two guns, stating she was going to hurt herself. She held one gun in each hand, holding them at her sides, and pointing them down at the ground. He was able to reach and grab one of the guns out of her hand, which fell to the

³³ Att. 28 & 30

³⁴ Att. 29, COPA attempted to contact ██████ who stated he did not recall anything about the incident.

³⁵ Sgt. E. Salgado related that this was the first time he had ever heard ██████ make a comment relating to harming herself.

ground. He then grabbed the other gun out of her hand, placed both guns along with two other guns that were in the safe in a grocery bag. He related that he did not believe that [REDACTED] or [REDACTED] ever went into the bedroom or saw [REDACTED] with the guns and him trying to get the guns out of her hands. He denied his hands ever being near her neck or chest area, stating that his hands only made contact with her hands to take the guns from her.

He related that he believes [REDACTED] called his dad, Lt. A. Salgado, who is Sgt. E. Salgado's brother. Sgt. E. Salgado walked out of the residence with the grocery bag carrying the four loaded firearms. As he was walking out, he saw [REDACTED] in the grass area in front of the house, and they did not exchange any words. Lt. A. Salgado drove him to their parent's house, and [REDACTED] left in his own vehicle.³⁶ He believes he told Lt. A. Salgado that he has never seen [REDACTED] act in that way before, and he gave him a brief scenario of what happened, stating that she broke down and was getting mad at him. He could not recall if he told his brother that she was threatening self-harm, but he was aware that he was transporting four loaded firearms. He believed that [REDACTED] went to his [REDACTED] [REDACTED] house that night, and that [REDACTED] forced him to stay with him.

Sgt. E. Salgado stayed the night at his parent's home. He related that [REDACTED] was calling and texting him all night, and he did not answer any of the calls or text messages from her. He related that he did not answer her because he did not want her to continue talking to him the way she had been that night. The next morning, she called him and apologized, stating she did not know what happened. He returned home the next morning, and he and [REDACTED] talked and decided that she needed to seek help, which they have done so since then. [REDACTED] informed him that the police were called that night, and she told him she tried to explain to the police that nothing had happened.

COPA interviewed **Lt. Agustin Salgado**³⁷ on January 13, 2022. Lt. A. Salgado related that Sgt. E. Salgado is his twin brother. His [REDACTED] [REDACTED] lived with him part time at the time of the incident. On the night of the incident Lt. A. Salgado was sleeping, and he woke up to a phone call from [REDACTED]. All he could recall from the phone call was that [REDACTED] told to him to come and pick up Sgt. E. Salgado. From what he could recall, [REDACTED] demeanor on the phone was typical. He did not ask [REDACTED] why he needed to pick up Sgt. E. Salgado and drove to his residence.

When he arrived at the residence, he stayed in his vehicle, and he saw [REDACTED] and [REDACTED] in front of the house by the doorway. He also saw [REDACTED] who did not get in his car because he had his own car there. Sgt. E. Salgado got into the vehicle with Lt. A. Salgado, and they proceeded to drive to the building that he and his parents live in. He could not recall if Sgt. E. Salgado had anything in his hands when he picked him up, and he stated he was not aware of him being in possession of any weapons that night. Sgt. E. Salgado was emotional and crying in the car, and he spoke about the miscarriages that he and [REDACTED] went through. Sgt. E. Salgado did not tell him if he had been drinking at all that night.

When they arrived at Lt. A. Salgado's residence, Sgt. E. Salgado immediately went downstairs where their parents reside, and Lt. A. Salgado went upstairs where he resides. He could not recall the next time he saw Sgt. E. Salgado, even though they see each other very often. He has not spoken to Sgt. E. Salgado about what happened that night, stating "it is none of my business."

³⁶ Att. 29, COPA attempted to contact Sgt. E. Salgado's parents but was unsuccessful.

³⁷ Att. 31

He never spoke to [REDACTED] or [REDACTED] about what happened that night. He also has not spoken to [REDACTED] regarding that night. He related that he was not aware that police were called on the night of the incident, and that nothing like this has ever happened before.

III. 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 is has found to be more probably true than not). If the evidence gathered in an investigation establishes that it 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 the proposition ... is true” *Id.* at 28.

IV. ANALYSIS AND CONCLUSION

COPA finds **Allegations #1 and #2** that on or about December 19, 2020, at approximately 1:00 a.m. at or near [REDACTED] Chicago, IL., Sgt. Epifanio Salgado was intoxicated while off-duty and was in possession of his firearm while intoxicated are **Not Sustained**. COPA finds insufficient evidence to show the allegations occurred. The BWC video, shows [REDACTED] saying to Sgt. Kessem, “My [REDACTED] wasn’t sober.” [REDACTED] tone appeared emotional, but there is no other evidentiary information to support the statement. Although, Sgt. E. Salgado related that he consumed two alcoholic drinks that night at a second restaurant he and [REDACTED] patronaged, alcohol intoxication requires “that a person’s mental or physical functioning is substantially impaired as a result of the use of alcohol.” There is no evidence that he was thus impaired. Therefore, there is insufficient evidence to support the allegation.

Sgt. E. Salgado stated he was in possession of his weapons in the house and took them to his brother's vehicle. Removing his weapons from the home during a domestic altercation, when emotions are elevated, is not questionable. The question is whether Sgt. E. Salgado was intoxicated. For the reasons already stated, there is insufficient evidence to show the allegation occurred. Therefore, COPA finds Allegations #1 and #2 are Not Sustained.

COPA finds **Allegation #3** that on or about December 19, 2020, at approximately 1:00 a.m. at or near ██████████ Chicago, IL, Sgt. Epifanio Salgado pointed his weapon at ██████████ without justification is **Not Sustained**. ██████████ related that Sgt. E. Salgado got in a fight with his ██████████ and he "pulled a gun on her."

██████████ statement to Sgt. Kessem was clear in that after he heard his ██████████ say, "You're hurting me, you're hurting me," he walked in the bedroom and saw Sgt. E. Salgado on top of his ██████████ with his hands around her neck. Although ██████████ saw Sgt. E Salgado remove firearms from the residence, he does not relate that he saw a firearm pointed at her. Sgt. E. Salgado also denied pointing a weapon at ██████████ Therefore, COPA finds Allegation #3 is Not Sustained, as there is insufficient evidence to prove or disprove the incident occurred as alleged.

COPA finds **Allegation #4** that on or about December 19, 2020, at approximately 1:00 a.m. at or near ██████████ Chicago, IL, Sgt. Epifanio Salgado placed his hands around ██████████ neck without justification is **Sustained**. In this case, Sgt. Salgado's ██████████, ██████████ heard his ██████████, ██████████ while she was in the bedroom with Sgt. E. Salgado stating, "You're hurting me, you're hurting me." Upon hearing his ██████████ ██████████ entered the bedroom and saw Sgt. E. Salgado's hands around his ██████████'s neck, which prompted him to physically intervene by removing Sgt. E. Salgado's hands. Immediately thereafter, ██████████ called his ██████████, ██████████ while his ██████████ ██████████ called his ██████████ Lt. A. Salgado. ██████████ told his ██████████ "Get here right now, get here right now," and ██████████ relayed to his ██████████ to "Come pick up your brother." Within minutes of the 911 calls placed by ██████████ is seen on BWC visibly upset throughout the event as he relates what he heard and witnessed. ██████████ would not cooperate with the responding Sergeants or Officers. She told Sgt. Kessem, "I'm not documenting anything." In his statement to COPA, Sgt. E. Salgado denied placing his hands around ██████████ neck. COPA finds ██████████ immediate outcry credible based on his demeanor and immediate actions. Additionally, ██████████ had no known motive to fabricate the events. Furthermore, ██████████ denial of the incident coupled with her inability to provide a plausible explanation for ██████████ report are not credible. Lastly, ██████████ related that ██████████ lack of cooperation was due to fears that Sgt. E Salgado would lose his job. Thus, COPA finds ██████████ immediate account credible and finds that it is more likely than not that misconduct as alleged occurred. Therefore, Allegation #4 is Sustained.

V. RECOMMENDED DISCIPLINE FOR SUSTAINED ALLEGATION

a. Sergeant Epifanio Salgado

i. Complimentary and Disciplinary History

- 1. Complimentary:** Sergeant Salgado’s complimentary history consists of the following: (1) 2009 Crime Reduction Award, (1) 2019 Crime Reduction Award (1) Attendance Recognition Award, (1) Complimentary Letter (6) Emblem of Recognition-Physical Fitness, (12) Honorable Mention, (1) NATO Summit Service Award (1) 2008 Presidential Election Deployment Award (1) Superintendent Honorable Mention (1) Unit Meritorious Performance Award. (26) Total Awards.
- 2. Disciplinary:** None

ii. Recommended Penalty, by Allegation

1. Allegation No 4.: 60 day Suspension /Anger Management

Sergeant E. Salgado engaged in a physical domestic altercation with his [REDACTED], witnessed by his [REDACTED]. He failed to take responsibility for his conduct, which is concerning in light of his position as a Sergeant and his ability to lead, influence and mentor officers under his command. COPA has considered Sgt. E Salgado’s complimentary history and disciplinary history in aggravation and mitigation. COPA also considers the severity of this misconduct. Thus, COPA recommends a 60-day Suspension and Anger Management.

Approved:

[REDACTED]

Sharday Jackson
Deputy Chief Administrator

2/28/22

Date