

SUMMARY REPORT OF INVESTIGATION<sup>1</sup>

I. EXECUTIVE SUMMARY

Date of Incident:	April 2, 2015
Time of Incident:	9:30 pm
Location of Incident	6545 N. Avondale Ave.
Date of Incident:	April 2, 2015
Time of Incident:	10:00 pm – 10:30 pm
Location of Incident	██████████.
Date of Incident:	April 3, 2015
Time of Incident:	Unknown
Location of Incident:	Via Telephone
Date of Incident:	April 5, 2015
Time of Incident:	3:20 pm – 3:30 pm
Location of Incident	██████████ Avenue
Date of Incident:	Unknown dates
Time of Incident:	Unknown times
Location of Incident	Unknown / Various
Date of IPRA Notification:	April 5, 2015
Time of IPRA Notification:	5:42 pm

In April 2015, Chicago Police Officers Skip Katich (“Skip”) and ██████████ (██████████) were ██████████, but ██████████ and going through ██████████ proceedings. On various dates in April of 2015, Skip and ██████████ engaged in several verbal altercations with each other. During some of those altercations, Skip directed profanities and threats of bodily harm toward ██████████ Skip also followed and tracked ██████████ locating her at various locations and causing a disturbance with his overall behavior and conduct. On one of those occasions, Skip engaged in a verbal altercation with ██████████ where Skip directed profanities and derogatory comments at ██████████ In addition, Skip threatened ██████████ with bodily harm. During another incident, Skip caused a disturbance, resulting in sergeants and officers from the 016<sup>th</sup> District responding to the situation between Skip and ██████████ Skip also engaged in various verbal and physical altercations with ██████████ on unknown dates throughout their ██████████

II. INVOLVED PARTIES

<sup>1</sup> On September 15, 2017, the Civilian Office of Police Accountability (COPA) replaced the Independent Police Review Authority (IPRA) as the civilian oversight agency of the Chicago Police Department. Therefore, this investigation, which began under IPRA, was transferred to COPA on September 15, 2017, and the recommendation(s) set forth herein are the recommendation(s) of COPA.

Involved Officer #1:	PO Skip Katich, Star #19667 / Employee # [REDACTED] Date of Appointment: November 4, 1996 Date of Birth: [REDACTED], 1969 Unit: 018, Male / White
Involved Individual #1:	[REDACTED] Star # [REDACTED] / Employee # [REDACTED] Date of Appointment: November 15, 1999 Date of Birth: [REDACTED], 1971 Unit: 608, Female / White
Involved Individual #2:	[REDACTED] Star # [REDACTED] / Employee # [REDACTED] Date of Appointment: May 31, 1994 Date of Birth: [REDACTED], 1968 Unit: 016, Male / White Hispanic

**III. ALLEGATIONS**

Officer	Allegation	Finding / Recommendation
Officer Skip Katich	<p>On April 2, 2015, at approximately 9:30 pm, at 6545 North Avondale, you:</p> <ol style="list-style-type: none"> <li>1. Followed Officer [REDACTED] in violation of Rule 6.</li> <li>2. Directed profanities at Officer [REDACTED] in violation of Rule 9.</li> <li>3. Directed profanities at [REDACTED] [REDACTED] in violation of Rules 7 and 9.</li> <li>4. Directed racial slurs at [REDACTED] [REDACTED] and called him a “Fucking Mexican,” and words to that effect, in violation of Rules 7 an 9.</li> <li>5. Threatened Officer [REDACTED] with bodily harm, in violation of Rule 9.</li> <li>6. Threatened [REDACTED] with bodily harm and stated, “We are both armed,</li> </ol>	<p>Not Sustained</p> <p>Sustained/5 day Suspension</p> <p>Sustained/5 day Suspension</p> <p>Sustained/15 day Suspension</p> <p>Not Sustained</p> <p>Sustained/10 day Suspension</p>

	<p>right man?” and “We are all going down,” in violation of Rules 7 and 9.</p> <p>On April 2, 2015, at approximately 10:00 pm – 10:30 pm, while at [REDACTED], you:</p> <p>7. Retrieved an unknown object from Officer [REDACTED] vehicle, in violation of Rule 2.</p> <p>8. Directed profanities at Officer [REDACTED] in violation of Rule 9.</p> <p>9. Made an obscene gesture to Officer [REDACTED] [REDACTED] with your middle finger, in violation of Rule 9.</p> <p>On the morning of April 3, 2015, via telephone, you:</p> <p>10. Referred to [REDACTED] as a “Fucking spic,” and a “Spic motherfucker.”</p> <p>11. Inquired about [REDACTED] personal information, in violation of Rules 7 and 9.</p> <p>On April 5, 2015, at approximately 3:23 pm – 3:30 pm, while at [REDACTED] you:</p> <p>12. Engaged in a verbal altercation with Officer [REDACTED] in violation of Rule 9.</p> <p>13. Threatened Officer [REDACTED] with bodily harm when you stated, “You’re all going down,” in violation of Rule 9.</p> <p>14. “Pounded” on Officer [REDACTED] vehicle window aggressively, in violation of Rule 2.</p> <p>15. Followed and tracked Officer [REDACTED] for no reason, in violation of Rule 2.</p> <p>16. Directed profanities at [REDACTED] [REDACTED] in violation of Rules 7 and 9.</p>	<p>Not Sustained</p> <p>Not Sustained</p> <p>Not Sustained</p> <p>Sustained/15 day Suspension</p> <p>Sustained/5 day Suspension</p> <p>Sustained/5 day Suspension</p> <p>Not Sustained</p> <p>Not Sustained</p> <p>Sustained/30 day Suspension</p> <p>Sustained/5 day Suspension</p>
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<p>17. Called [REDACTED] “The motherfucker that is fucking my [REDACTED]” and words to that effect, in violation of Rules 7 and 9.</p>	<p>Sustained/5 day Suspension</p>
<p>18. Engaged in conduct that was unbecoming in that you used profanities while talking to responding supervisors, in violation of Rules 7 and 9.</p>	<p>Sustained/5 day Suspension</p>
<p>19. Caused a disturbance while at the scene, in violation of Rule 2.</p>	<p>Sustained/10 day Suspension</p>
<p><b>Various Unknown Dates</b></p>	
<p>20. Engaged in a verbal altercations with Officer [REDACTED] in violation of Rules 2 and 9.</p>	<p>Not Sustained</p>
<p>21. Pushed and shoved Officer [REDACTED] in violation of Rule 8.</p>	<p>Not Sustained</p>
<p>22. Verbally abused Officer [REDACTED] in violation of Rule 9.</p>	<p>Not Sustained</p>

**IV. APPLICABLE RULES AND LAWS**

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Rules

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1. Rule 2: Any action or conduct which impeded the Department’s efforts to achieve its policy and goals or brings discredit upon the Department.
  2. Rule 7: Insubordination or disrespect toward a supervisory member on or off duty.
  3. Rule 8: Disrespect to or maltreatment of any person, while on or off duty.
  4. Rule 9: Engaging in any unjustified verbal or physical altercation with any person, while on or off duty.
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## V. INVESTIGATION

### a. Interviews

In a statement to IPRA<sup>2</sup> on April 16, 2015, Officer ██████████ (██████████) stated she has been ██████████ to Skip since 1994. They have two children together: ██████████ ██████████ and ██████████ (██████████). They all lived together in a house on ██████████ in Chicago, until Skip moved out on December 26, 2014. ██████████ described her ██████████ as being jealous, controlling and angry. He controlled her cellular phone calls and messages, and her friendships with both male and female co-workers. ██████████ described their ██████████ as having problems for the past six years. However, their arguments became constant and intense, and ██████████ counseling did not help them. ██████████ stated that some of her co-workers have knowledge of her ██████████ problems with Skip, but she mostly confided in her friends Officer ██████████ and ██████████

On December 16, 2014, ██████████ went to the 016<sup>th</sup> District Christmas party and asked her ██████████ not to attend, but he attended without her consent. While at the party, ██████████ and Skip were drinking along with her co-workers when an argument ensued between ██████████ and Skip. Skip was escorted from the party. ██████████ and his ██████████ provided ██████████ a ride home. Skip arrived home shortly thereafter, but they did not talk about the incident.

██████████ stated that on various occasions during the past few years, Skip was aggressive toward her during verbal altercations. ██████████ did not elaborate, but accused Skip of shoving, pushing and pulling her. ██████████ did not indicate when, how and where these incidents took place. She indicated that it was a long time ago, could not recall specific details and did not want to discuss the incidents.

On April 2, 2015, ██████████ met with ██████████ at Olympia Park at 6545 N. Avondale, because he was letting her borrow a holster for her new assignment at the Major Case Unit. ██████████ believed Skip had a tracker on her vehicle because he showed up at that location. Skip accused ██████████ of cheating on him with ██████████ directed profanities at them and stated, “There’s your fucking Sergeant, nice job.”<sup>3</sup> Skip threatened ██████████ by saying words to the effect of, “We are both armed, right man?”<sup>4</sup> and “your ██████████ is going to know, we are all going down.”<sup>5</sup> ██████████ did not respond. Before leaving the scene, Skip made racial comments about “Mexicans,”<sup>6</sup> to ██████████ then threatened to tell everyone, including ██████████ ██████████ about the relationship between ██████████ and ██████████ went home and Skip arrived later with the children. Skip hugged ██████████ left the house and went to the garage. ██████████ followed and watched him squat down behind her car. ██████████ observed Skip remove an unknown object from under her car.<sup>7</sup> Skip then entered his vehicle, which was parked in the alley, directed

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<sup>2</sup> Atts. 19, 32.

<sup>3</sup> Att. 32, page 162, lines 7-8 and page 166, line 4.

<sup>4</sup> Att. 32. Page 161, line 28.

<sup>5</sup> Att. 32. Page 167, lines 31-32.

<sup>6</sup> Att. 32, page 169, lines 19-20, 23-24.

<sup>7</sup> Att. 32, page 187, lines 14 – 19.

profanities at [REDACTED] as he stated, “We are all going down for this, fuck you mother fucker,”<sup>8</sup> and made an obscene gesture with the middle finger. Skip drove away.

On April 3, 2015, [REDACTED] was informed by [REDACTED] that Skip had called Officer [REDACTED] to inquire about [REDACTED] contact information. A case report was completed by Sergeant Haran documenting the incidents on April 2<sup>nd</sup> and 3<sup>rd</sup> of 2015, involving [REDACTED] and [REDACTED].

On April 5, 2015, [REDACTED] searched her vehicle in the 016<sup>th</sup> District parking lot. She was looking for tracking devices due to the incident on April 2, 2015, but did not find one. She went to [REDACTED] house at [REDACTED] to wait for Skip to finish his time with the children before she would pick them up. [REDACTED] explained that whenever she must kill time before picking up the children, her friend [REDACTED] allows her to go to [REDACTED] house, since is located near the 016<sup>th</sup> District station. [REDACTED] went there and parked in front of [REDACTED] house. While there, Skip arrived at the location with the children. Skip approached [REDACTED] vehicle, directed profanities at [REDACTED] and yelled, “Where’s your fucking sergeant? Is he going to rescue you now?”<sup>9</sup> The children began to scream and [REDACTED] saw her [REDACTED] crying. Skip banged on her vehicle window, calling out [REDACTED] name, and tried to open the vehicle door. Skip asked [REDACTED] where her sergeant was (referring to [REDACTED] who Skip believed was romantically involved with her). Skip continued to call out [REDACTED] and yelled out, “We are all going down.”<sup>10</sup> [REDACTED] denied being romantically involved with [REDACTED] but admitted to having feelings for him. [REDACTED] stated that she felt in fear for her life and called for help via police radio. [REDACTED] remained in her vehicle out of fear, but never saw Skip draw or point his weapon at her. Numerous personnel from the 016<sup>th</sup> District responded. Several sergeants pulled Skip to the side, calmed him down and talked to him. While at the scene, Skip yelled and used profanities in front of everyone. [REDACTED] told Sergeant Haran that she wanted Skip arrested because she feared that he was going to kill her. Skip was taken to the station uncuffed and was not arrested. However, a case report was completed.

In a statement to IPRA<sup>11</sup> on April 15, 2015, [REDACTED] stated [REDACTED] used to be part of his Robbery-Burglary-Theft Team (RBT) at the 016<sup>th</sup> District. [REDACTED] first met Skip at the 016<sup>th</sup> District Christmas party in December 2014. While at the Christmas party, Skip and [REDACTED] had a disagreement, but [REDACTED] was not a witness to that. [REDACTED] and his [REDACTED] gave [REDACTED] a ride home because Skip left the party. [REDACTED] stated that he and the RBT team are all very close with each other, and [REDACTED] had informed him and [REDACTED] about her [REDACTED] problems with Skip.

On April 2, 2015, [REDACTED] met [REDACTED] at Olympia Park, which is located near their respective houses, to loan her a holster for her new assignment at the Major Accident Unit. While at the park, Skip arrived and yelled at them, “We’re both armed right?” and “We’re all going down.”<sup>12</sup> Skip directed profanities and obscenities at both, saying words to the effect of, “Fucking

<sup>8</sup> Att. 32, page 187, lines 22 - 25.

<sup>9</sup> Att. 32, page 78, lines 17, and 27 – 29.

<sup>10</sup> Att. 32, page 100, lines 24 – 25.

<sup>11</sup> Atts. 18, 29.

<sup>12</sup> Att. 29, page 10, lines 16 - 17.

██████████” and “Fucking Mexicans.”<sup>13</sup> Skip drove back and forth while making these comments, then he left the scene.

██████████ spoke with ██████████ on April 3, 2015, and learned that Skip went into the garage the night of April 2, 2015, after ██████████ arrived home from the park. ██████████ informed ██████████ that Skip retrieved something from under her vehicle and placed it in his pocket. ██████████ believed the object to be a tracker.

██████████ stated that on April 4, 2015, Sergeant Haran informed him that Skip was inquiring about him (Molina) through Officer ██████████. Skip asked Officer ██████████ for ██████████ address and anything he knew about him. ██████████ spoke with Lieutenant Shouse about the incident from April 2<sup>nd</sup> and that Skip was calling Officer ██████████. It was decided that these incidents should all be documented, and a case report was generated.

On April 5, 2015, ██████████ heard ██████████ calling for help through the police radio and everyone responded to the call. Upon arrival to ██████████ did not talk to any of the officers or sergeants at the scene. Since the incident appeared to be under control, he left the scene. He later talked to ██████████ at the station and she provided him with the details of the incident. ██████████ stated that Skip pounded on the windows of her vehicle and stated to her, “Where’s your sergeant now?” and “Is he gonna come and save you now?”<sup>14</sup> ██████████ stated that he did not have a romantic relationship with ██████████ but Skip believes that they were involved. ██████████ was not a witness to the conversations between the sergeants and Skip on April 5, 2015. ██████████ did not take part of the incident, did not talk to Skip and did not hear Skip make any comments against him.

In a statement to IPRA<sup>15</sup> on August 7, 2015, **Officer ██████████** stated that she and ██████████ have been good friends since they met on the 016<sup>th</sup> District RBT Team over a year ago. ██████████ knows Skip, and of the problems ██████████ and Skip have been dealing with in their relationship. ██████████ stated that on April 5, 2015, she was at the station working on an arrest, when suddenly she heard ██████████ on the radio calling for help. ██████████ said she was afraid and that “he was here,” referring to Skip. ██████████ asked for help. ██████████ knew that ██████████ was at her (██████████) house and provided over the air directions of how to get there. ██████████ stated over the air that her home was west of Central Avenue and east of the train tracks on ██████████. She, Officer Gniot and Sergeant Haran rushed to ██████████ home. Upon arrival, ██████████ saw ██████████ in her car, hovering down on the passenger seat as if covering herself from Skip who was yelling. ██████████ described Skip as being highly agitated and irate as he screamed at ██████████ saying, “She [██████████] was fuckin’ here to meet her boyfriend.”<sup>16</sup> Skip believed that ██████████ house was ██████████ house and he banged at the door trying to get the attention of ██████████.

██████████ took ██████████ out of the vehicle and Officer ██████████ removed the children from Skip’s vehicle. They all went inside ██████████ house. She noted that ██████████ was crying and was hysterical because she did not know how Skip found her there. Skip was

<sup>13</sup> Att. 29, page 14, lines 11-24.

<sup>14</sup> Att. 29, page 53, lines 16-18.

<sup>15</sup> Atts. 42, 54.

<sup>16</sup> Att. 42, at 14:10.

cursing<sup>17</sup> at ██████ who believed that Skip had a tracker on her. All the sergeants and officers that were at the scene tried to control the situation. Eventually, the officers went to the 016<sup>th</sup> District with Skip. ██████ remained in her home with the children, and ██████ went to the station to resolve the situation. ██████ stated that when ██████ arrived on the scene, she saw Skip yelling at him, however she did not hear what Skip said to ██████. ██████ also stated that she did not hear Skip direct derogatory statements at ██████. However, she later learned from Officer Gniot that Skip did make derogatory statements at ██████ when the sergeant arrived at the scene. While at the scene, ██████ heard Skip yell in front of other Department members, “He’s [referring to ██████] fucking my ██████”<sup>18</sup> and similar comments about ██████ and ██████. Skip was not arrested.

██████ was not a witness to the incident that occurred on April 2, 2015. However, she heard of the details of the incident from ██████. ██████ could not recall what comments were made by Skip to ██████ but she indicated that when Skip talks about ██████ Skip always used derogatory ethnic and racial comments about ██████. ██████<sup>19</sup> stated that ██████ also told her that later that night Skip removed something from under ██████ vehicle while parked in the garage.<sup>20</sup>

██████ related that during the 016<sup>th</sup> District Christmas party on December 2014, ██████ and Skip engaged in an argument and ██████ barricaded herself in the restroom. ██████ told ██████ that Skip was going to kill her, and everybody else, but did not give her a clear understanding of what the argument was about or why Skip made those comments to her. ██████ concluded that ██████ confided in her that Skip had pulled his gun on ██████ in the past,<sup>21</sup> was verbally and mentally abusive and that he took steroids. ██████ stated that ██████ feared Skip. ██████ further stated that ██████ and ██████ are now openly dating.

In a statement to IPRA<sup>22</sup> on August 4, 2015, **Sergeant Roberto Gonzales** responded on April 5, 2015, to a call at ██████ involving Officer ██████. Upon arrival, he noticed that ██████ was visibly shaken and upset, and Officer Skip Katich, her ██████ was highly agitated and yelling. Sergeant Gonzalez took a few seconds to calm Skip down, who identified himself as a police officer, and then he asked Skip to surrender his weapon for safety purposes. Sergeant Gonzalez saw that ██████ was afraid of her ██████ and Skip’s mere presence made ██████ afraid. Sergeant Gonzalez left the scene, went to the station with Skip and ██████ and tried to resolve the situation. ██████ did not want to sign a complaint, so Skip was not arrested, but she did want the incident documented, so a case report was completed.

In a statement to IPRA<sup>23</sup> on May 6, 2015, **Sergeant Patrick Haran** was at the 016<sup>th</sup> District station on April 5, 2015, when he heard a radio transmission of a female voice extremely nervous and scared. He recognized the voice as that of Officer ██████ yelled, “He’s going to kill me,” and “He’s a police officer. He has a gun.”<sup>24</sup> Sergeant Haran and several units from the

<sup>17</sup> Att. 54, page 23, lines 12 – 15, and 23 – 24.

<sup>18</sup> Att. 54, page 33, lines 3 – 7.

<sup>19</sup> Att. 54, page 82, lines 10 – 24.

<sup>20</sup> Att. 54, page 87, lines 11 – 15 and page 89, lines 18 - 19.

<sup>21</sup> Att. 54, page 96, lines 19 – 22, 24, and page 97, lines 1 - 3.

<sup>22</sup> Atts. 39, 52.

<sup>23</sup> Atts. 27-28, 38.

<sup>24</sup> Att. 38, page 5, lines 4 – 5 and 13 – 14.



016<sup>th</sup> District rushed to ██████████ which was the home of Officer ██████████ Upon arrival, Sergeant Haran approached Officer Skip Katich, ██████████ to ██████████ whose vehicle was parked in the middle of the street. Skip was highly agitated and yelling loudly. Sergeant Haran told him to calm down and to show his hands. Skip accused ██████████ of “fucking . . . her sergeant.”<sup>25</sup> Additional units and Sergeant Gonzalez responded. Sergeant Gonzalez approached Sergeant Haran and Skip and removed Skip’s weapon from his waist. As Sergeant Gonzalez retrieved the weapon, Sergeant Haran grabbed Skip’s wrists to prevent any sudden movements from Skip. ██████████ responded to the scene and approached the group. Skip became more agitated and more aggressive after seeing ██████████ Skip stated “that’s the mother fucker right there fuckin’ my ██████████”<sup>26</sup> ██████████ then walked away. ██████████ leaving the scene helped diffuse the situation and slowly Skip calmed down. Sergeant Haran left Sergeant Gonzalez with Skip and went to look for ██████████ He found her on the ground behind a vehicle in a fetal position. He told ██████████ to stand up and after a moment she complied. ██████████ told Sergeant Haran that she was waiting for ██████████ to come out of work to hang out when Skip arrived at the scene. Skip approached her vehicle, banged on the driver’s side window and yelled at her that they were all going down. Skip was under the impression that ██████████ resided at the address and that ██████████ was with him having sex,<sup>27</sup> so he brought the children to show them where their mother was on Easter Sunday. Skip told Sergeant Haran, “it’s over,” and explained that “you know I’m gonna lose my job. This is done.”<sup>28</sup>

Sergeant Haran learned from ██████████ that her ██████████ has been mentally and verbally abusive to her in the past, but that she never documented the incidents out of fear of him losing his job. ██████████ told the sergeant that on one occasion, Skip pointed a gun at her and accused her of cheating. She also mentioned an incident that occurred on April 2, 2015, with ██████████ and Skip, where she felt that no one was protecting her when Skip stated to ██████████ “you have a gun, I have a gun...you’re goin’ down for this.”<sup>29</sup> Sergeant Haran took ██████████ to the back of ██████████ house and kept Skip in the front as he gathered all the information. At some point, Skip pointed to a Ford Explorer vehicle parked near ██████████ house with M plates that Skip said was ██████████ vehicle. Sergeant Haran indicated that the vehicle was not assigned to the 016<sup>th</sup> District or ██████████ as alleged, but rather to a neighbor of ██████████ who is an officer at a different unit.

██████████ also told Sergeant Haran that Skip placed a tracking device in her vehicle, however she was unable to locate the device. Sergeant Haran did not look underneath ██████████ vehicle for the tracker. ██████████ further told him that she and Skip were still residing in the same house and going through a ██████████ Sergeant Haran stated that Skip was never placed in handcuffs and was not arrested per District Commander Roger Bay, who decided that there was not enough evidence to arrest Skip. There was no physical contact between ██████████ and Skip, and no injuries. Sergeant Haran advised ██████████ of the Order of Protection procedures, provided her with EAP<sup>30</sup> information, and explained the case report and other alternatives to follow up with the Domestic Violence unit. Sergeant Haran stated that ██████████ never mentioned having been physically abused by Skip in the

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<sup>25</sup> Att. 38, page 13, line 9.

<sup>26</sup> Att. 38, page 16, lines 3 - 4.

<sup>27</sup> Att. 38, page 18.

<sup>28</sup> Att. 38, page 17, lines 28-29.

<sup>29</sup> *Id.* Page 24, lines 18-21.

<sup>30</sup> EAP is the Employee Assistance Program – a counseling program for police officers and their families.

past. Sergeant Haran stated that prior to the April 5<sup>th</sup> incident, he was informed by Officer [REDACTED] that Skip called Officer [REDACTED] and asked personal questions about [REDACTED] such as where he lived and type of vehicle that he drove. Officer [REDACTED] stated that Skip called [REDACTED] a “Spic Sergeant.”<sup>31</sup> Officer [REDACTED] told Skip that he did not know anything about [REDACTED] and terminated the call. That incident was documented in a case report.

In a statement to IPRA<sup>32</sup> on August 5, 2015, **Officer Patrick Doyle** was working with Officer Smith on April 5, 2015, when they heard a female voice screaming that she needed assistance. He later learned that the voice was Officer [REDACTED]. Upon arrival to [REDACTED] other officers were at the scene, including Sergeants Haran and Gonzalez, who were with Officer Skip Katich. As Officer Doyle approach the group, he saw Sergeant Gonzalez remove Skip’s gun from his waist. Skip appeared to be upset, irate, making lots of hand gestures and talking loudly. Officer Doyle then saw [REDACTED] cowering on her hands and knees behind a vehicle and [REDACTED] [REDACTED] consoling her. Officer Doyle removed the children from Skip’s vehicle and he and Officer Smith helped calm them down. Officer Doyle was directed to stand with Skip, who was with Officers Howski and Porota. Officer Doyle’s memory was not certain, but during their conversation, Skip may have said something about having pinged or GPS’d [REDACTED] location through his smart phone. Officer Doyle never heard Skip or anyone else talk about a tracker.<sup>33</sup>

Skip denied verbally or physically abusing [REDACTED] and denied making threats or pulling his gun out at [REDACTED] or anyone else at the scene. Officer Doyle transported Skip and handcuffed him briefly. At the station and while conversing, Skip referred to [REDACTED] as the “Motherfucker that is fucking his [REDACTED]”<sup>34</sup> and talked about having found [REDACTED] and [REDACTED] having sex in a car.<sup>35</sup> Officer Smith completed the case report and Skip was release without arrest.

In a statement to IPRA<sup>36</sup> on August 5, 2015, **Officer [REDACTED]** knows Skip from working the overtime police program and through a mutual friend, Officer Krklus. Officer [REDACTED] received a text<sup>37</sup> from Skip on April 3, 2015, requesting a call. Officer [REDACTED] called Skip who asked him personal and contact information about [REDACTED]. Skip referred to [REDACTED] as a “spic motherfucker,”<sup>38</sup> and accused him of being involved with his [REDACTED]. Officer [REDACTED] told Skip that he did not have any information on [REDACTED] and did not want to be involved in the situation. Officer [REDACTED] contacted his supervisor, Sergeant Haran, and told him of the telephone conversation. Sergeant Haran informed [REDACTED] and a case report was completed. Officer [REDACTED] mentioned that due to an incident a few days earlier, where Skip found [REDACTED] and [REDACTED] kissing near a park, rumors around the district indicated that Skip had placed a tracker on [REDACTED] vehicle and that he was following her.<sup>39</sup> Officer [REDACTED] did not respond to the incident that occurred on April 5, 2015, but heard through other officers at the district that Skip used profanities during his interaction with [REDACTED] and supervisors from the 016<sup>th</sup> District.<sup>40</sup>

<sup>31</sup> *Id.* Page 72, line, 7 and 74, line 27.

<sup>32</sup> Atts. 41, 53.

<sup>33</sup> Att. 53, page 26-27.

<sup>34</sup> *Id.* Page 43, lines 8 – 16.

<sup>35</sup> *Id.* Page 45, lines 2-10.

<sup>36</sup> Atts. 40, 51.

<sup>37</sup> Officer [REDACTED] did not have the text message from Officer Skip Katich on his cellular phone.

<sup>38</sup> Att. 51, page 11, lines 6 - 7.

<sup>39</sup> Att. 51, page 24, line 5.

<sup>40</sup> Att. 51, page 28, line 24 and page 29, line 1.

Officer ██████ further stated that when ██████ arrived at the scene, Skip was heard saying words to the effect of, “that’s the motherfucker that’s fucking my ██████”<sup>41</sup>

In a statement to IPRA,<sup>42</sup> on September 8, 2015, **Accused Skip Katich** stated he had been ██████ to Officer ██████ since 1994 and they have two children together. They are now in the process of getting a ██████ but do not have any legal arrangements. In December 2014, Skip went to the 016<sup>th</sup> District Christmas party and met ██████ and his ██████ and several co-workers of ██████. Later while at the party, Skip was ready to go home, but ██████ refused to leave. An altercation ensued between them and ██████ friends told Skip to leave the party. Skip left without ██████ and later learned that ██████ and his ██████ gave ██████ a ride home. After the holidays, Skip decided to leave ██████. He left the ██████ home on December 27, 2014, and filed for ██████ on January 16, 2015. However, in March 2015, when ██████ made him believe that she wanted them to work on their ██████ Skip filed for a reconciliation to stop the ██████ proceedings.

They sought counseling until the incident of April 2, 2015, where a friend<sup>43</sup> of Skip gave him a tip about seeing ██████ and ██████ together in a nearby area by Olympia Park. Skip drove around the area and found ██████ and ██████ kissing and hugging. Skip admitted that he was upset when he approached, and directed profanities at them.<sup>44</sup> ██████ got in between Skip and ██████ as if Skip was going to do something to the sergeant. Skip told ██████ that he was not going to do anything to ██████. Skip stated that he was upset and used profanities. However, Skip denied calling ██████ a “fuckin’ Mexican.”<sup>45</sup> Skip denied directing any racial slurs, making threats to either ██████ or ██████ but told them that everyone was going to learn of their affair.

Later that evening at the home, Skip told ██████ that it was over between them. He left out the back and denied retrieving any objects from under ██████ vehicle. Skip could not recall if he gestured his middle finger at ██████ or if he directed any profanities at her when leaving the house. However, he indicated that it could have happened due to his state of mind at the time of the incident, as he was highly upset, crying and in shock.<sup>46</sup>

On April 3, 2015, Skip called Officer ██████ who is assigned to the 016<sup>th</sup> District, and he used to work with in the overtime program. Skip asked Officer ██████ questions about ██████. Skip admitted that he may have asked Officer ██████ for ██████ phone or home address, so he could get in touch with ██████ and inform her of the situation between the sergeant and ██████. However, Skip denied using racial or derogatory names at ██████ such as “fucking spic...or spic motherfucker,”<sup>47</sup> while talking to Officer ██████ about the sergeant. Skip admitted that he may have used profanities since he was upset. Skip indicated that Officer ██████ told him that he did not want to get involved and no other questions were asked.

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<sup>41</sup> Att. 51, page 29, lines 12 -14.

<sup>42</sup> Atts. 49, 55.

<sup>43</sup> Skip did not want his friend involved in the incident and did not provide the friend’s name or contact information.

<sup>44</sup> Att. 55, page 65, lines 9 – 10.

<sup>45</sup> *Id.*, page 64, lines 8 – 11, 23 – 24, and page 65, lines 4 - 5.

<sup>46</sup> *Id.* Page 79, lines 18 – 24 and page 80, lines 1 -3.

<sup>47</sup> *Id.*, page 81, lines 17 – 24.

On April 5, 2015, Easter Sunday, Skip was with the children and was waiting on [REDACTED] to get off work to pick up the children. Their [REDACTED] ([REDACTED]) had texted [REDACTED] several times but did not receive an answer. Skip decided to look for [REDACTED] and drove to [REDACTED] house located on [REDACTED]. Upon arrival, Skip saw [REDACTED] vehicle parked outside and she was seated inside the vehicle talking on her phone. Skip asked [REDACTED] if she was taking the children. [REDACTED] did not answer, ignored him and called a 10-1 on him using her police radio. Skip denied banging on [REDACTED] vehicle window, even though she would not answer him. Skip stated that he was upset and could not recall if he directed any profanities at [REDACTED].

Skip believed that [REDACTED] was meeting with [REDACTED] as she had done in the past days. Sergeant Haran and several officers responded to the scene. Sergeant Haran approached Skip, told him to calm down as he was upset and yelling, then muscled him, as Sergeant Gonzales removed a gun from his person.<sup>48</sup> Both sergeants talked to Skip and he told them and the officers at the scene that [REDACTED] and her sergeant were having an affair. Shortly thereafter, [REDACTED] showed up and Skip called him out with comments about him cheating with [REDACTED]. Skip yelled out, "There's the guy...fucking my [REDACTED]" and "Thanks for ruining two families, asshole."<sup>50</sup> Skip admitted that he was upset and used profanities while at the scene and while referring to [REDACTED]. Sergeant Haran took [REDACTED] to [REDACTED] house.

Skip was taken to the 016<sup>th</sup> District Station. Skip denied ever threatening [REDACTED] with his gun or with physical harm. The children were initially in his car, but they were taken into [REDACTED] house because they were upset and crying. Skip denied having a tracker on [REDACTED] both times that he found [REDACTED] were by chance. Skip stated that [REDACTED] called him and informed him that she learned of [REDACTED] and [REDACTED] relationship. Skip learned that [REDACTED] filed for a [REDACTED] in June 2015. [REDACTED] and [REDACTED] are now open with their relationship even though neither one of their [REDACTED] are final. Skip admitted that in the past years, he and [REDACTED] engaged in verbal altercations with profanities on a regular basis, but denied being physical with her.

#### a. Documentary Evidence

**Initiation Report**<sup>51</sup> from Sergeant Haran from April 5, 2015, documented that both [REDACTED] and Skip Katich are police officers and were off-duty on April 5, 2015, and are going through a [REDACTED]. The report documented that on April 5, 2015, at approximately 3:22 pm, Skip pulled up with the [REDACTED] at [REDACTED] where [REDACTED] was parked. Skip pounded on [REDACTED] driver side window of her vehicle and told [REDACTED] "You're all going down,"<sup>52</sup> making [REDACTED] feel that Skip would kill her or cause great bodily harm to her. Sergeant Haran advised both parties to the EAP program, generated a case report HY211377, and Log #1074543.

<sup>48</sup> *Id.* Page 18, lines 10 – 11, and page 24, lines 5 – 6. Skip explained muscled as being grabbed by both arms and held on to.

<sup>49</sup> Att. 55, page 26, lines 20 – 22.

<sup>50</sup> Att. 55, page 27, lines 2-4.

<sup>51</sup> Att. 4.

<sup>52</sup> Att. 4, page 2.

The Case Report HY211377<sup>53</sup> documented ██████ complaint against Skip for an assault taking place on April 5, 2015. It also noted that ██████ had an on-going problem with Skip and that she was in fear of her safety. Per the report, ██████ declined to sign a complaint against Skip at the time. It referenced RD #HY210135.

The Case Report HY210135<sup>54</sup> documented the following incidents. On April 2, 2015, ██████ and ██████ met at 6545 N. Avondale so that ██████ could give ██████ a holster. While they were there, Skip arrived and stated to ██████ “We are both armed right man,” and “Your [sic] all going down.”<sup>55</sup> Skip left the scene yelling obscenities at them. ██████ believed that there was a tracker on her vehicle. Later that evening at ██████ home, Skip went into her garage, reached under ██████ vehicle and retrieved a small item. ██████ believed that there was a tracker on her vehicle. On April 3, 2015, Sergeant Haran was informed by Officer ██████ that Skip had called Officer ██████ and asked for information about ██████ including contact information. On April 4, 2015, Sergeant Haran informed ██████ of the call between Skip and Officer ██████ was made aware of the call and a report was initiated.

#### b. Digital Evidence

OEMC 911 Transmissions<sup>56</sup> documented radio transmissions from April 5, 2015, from ██████ asking for help<sup>57</sup> and communication between the officers that responded to the scene. Several units responded to a 10-1 that was called out by ██████ mentioned her ██████ and that he would kill her.<sup>58</sup> There was no arrest.

### 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*

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<sup>53</sup> Att. 5.

<sup>54</sup> Att. 6.

<sup>55</sup> Att. 6, page 2.

<sup>56</sup> Atts. 7, 20 – 22.

<sup>57</sup> Att. 21, 0:01 to 0:52 mins.

<sup>58</sup> *Id.*, 1:50 – 2:10 mins.

*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.

## VII. ANALYSIS

COPA finds that **Allegation #1** against Officer Skip Katich is **Not Sustained**. There is insufficient evidence or witnesses to prove or disprove that Skip followed [REDACTED] or if he arrived at the location due to a tip from a friend, a phone GPS application or a possible tracking device.

COPA finds that **Allegation #2** against Officer Skip Katich is **Sustained**. [REDACTED] account was supported by [REDACTED] and Skip did not deny the allegation. Although there are no other witnesses to the incident, due to the circumstances and the evidence, is more likely than not that the incident occurred as alleged.

COPA finds that **Allegation #3** against Officer Skip Katich is **Sustained**. [REDACTED] account was supported by [REDACTED] Skip did not deny using or directing profanities at [REDACTED] and explained that he may have used profanities due to the circumstances of the incident. Skip admitted that he was upset.

COPA finds that **Allegation #4** against Officer Skip Katich is **Sustained**. [REDACTED] and [REDACTED] heard Skip make the statement. Although there are no other witnesses, Skip could not recall making the statement, but admitted that he was upset and did use profanities. In addition, Officer [REDACTED] was not a witness to the incident on April 2, 2015, but he received a call from Skip on April 3, 2015, where Skip used similar language when referring to [REDACTED]. Therefore, due to the circumstances, the accounts from [REDACTED] and from other officers that heard Skip used those words when referring to [REDACTED] it is more likely than not that Skip used those words toward [REDACTED].

COPA finds that **Allegation #5** against Officer Skip Katich is **Not Sustained**. There is insufficient evidence or witnesses to prove or refute this allegation. Skip denied the allegation.

COPA finds that **Allegation #6** against Officer Skip Katich is **Sustained**. [REDACTED] account was supported by [REDACTED] Skip did not deny making the statement but minimized the threat as a comment that they are all police officers with guns. Due to the preponderance of evidence that on several occasions Skip made the same threat, it is more likely than not to believe that the threats were made by Skip.

COPA finds that **Allegations #7, #8 and #9** against Officer Skip Katich are **Not Sustained**. There is insufficient evidence or witnesses to prove or refute these allegations. Skip denied the allegations made against him.

COPA finds that **Allegation #10** against Officer Skip Katich is **Sustained**. Officer [REDACTED] is an independent witness and immediately informed Sergeant Haran of the comments made by Skip. Although Skip denied the allegation of using racial or derogatory names when referring to [REDACTED] he was heard making the same comments by various individuals on other occasions about and to [REDACTED]

COPA finds that **Allegation #11** against Officer Skip Katich is **Sustained**. Officer [REDACTED] is an independent witness and immediately informed Sergeant Haran that Skip was inquiring personal information about [REDACTED]. This was further documented in a Case Report. Skip admitted that he asked Officer [REDACTED] for [REDACTED] address and phone number because he wanted to make [REDACTED] aware of the romantic relationship between [REDACTED] and [REDACTED]. Due to the preponderance of evidence, COPA finds that it is more likely than not that Skip made inquiries about [REDACTED] personal information.

COPA finds that **Allegation #12** against Officer Skip Katich is **Sustained**. The evidence showed that Skip initiated and engaged in various arguments with [REDACTED] causing for police to respond on April 5, 2015, and for reports to be generated. These arguments were witnessed by several Department members that supported [REDACTED] account of the incident and allegations against her [REDACTED]. Skip did not deny the allegation and admitted that he was upset because he believed [REDACTED] was with [REDACTED]

COPA finds that **Allegations #13 and #14** against Officer Skip Katich are **Not Sustained**. There is insufficient evidence, facts or witnesses to prove or disprove these allegations and Skip denied the allegations.

COPA finds that **Allegation #15** against Officer Skip Katich is **Sustained**. Although Skip denied the allegation, [REDACTED] stated that she observed him removing an unknown object from under her vehicle and she believes that he was tracking her. [REDACTED] also stated that Skip showed at locations unexpectedly while they were [REDACTED] and during this separation. Further, Officer Doyle stated that on April 5, 2015, he heard Skip admit to using an application on his smart phone to GPS and locate [REDACTED]. However, Officer Doyle could not recall if Skip denied using a tracking device. Due to the preponderance of evidence that on several occasions Skip went to the location of where [REDACTED] was located, it is more likely than not to believe that Skip either followed [REDACTED] or tracked her locations by using a tracking device or smart phone GPS application. Skip stated in that he believed that he and [REDACTED] were still sharing the family phone plan during this incident which allowed him to see [REDACTED] whereabouts. Therefore, due to the preponderance of evidence and accounts, COPA finds this allegation to be sustained.

COPA finds that **Allegations #16, #17, #18 and #19** against Officer Skip Katich are **Sustained**. Officer Doyle, Sergeants Haran and Gonzales witnessed Skip using profanities while at the scene and heard Skip directing profanities at [REDACTED] when he responded. Officer Doyle stated that he heard Skip state, "This is the mother fucker that is fucking my [REDACTED]" when referring to [REDACTED]. Officer Doyle, Sergeants Haran and Gonzalez stated that Skip was belligerent, upset and using profanities during the entire incident. It took them a while to calm Skip

down upon arrival and after ██████████ responded to the scene. Skip's actions caused for the police to respond to the scene and use city resources on this situation. Skip's overall actions and conduct were unbecoming, and they caused a disturbance in the area, and with the 016<sup>th</sup> District police personnel. Skip realized that his actions and behavior were going to get him in trouble when he told Sergeant Haran that this was over (referring to his relationship with ██████████ and made the comment that he was going to lose his job. ██████████ also stated that due to Skip's overall behavior she was in fear for her safety, which was the reason for calling the police for help. Therefore, due to the preponderance of evidence and accounts, COPA finds these allegations to be Sustained.

COPA finds that **Allegations #20, #21 and #22** against Officer Skip Katich are **Not Sustained**. Although Skip stated that he and ██████████ engaged in verbal altercations every other day where profanities were directed by both, he denied any physical altercation with ██████████ on the other hand, refused and was unable to go into specific details regarding these allegations. Therefore, since there was no evidence, facts, or witnesses to prove or refute the allegations, COPA finds these allegations Not Sustained.

## **RECOMMENDED DISCIPLINE FOR SUSTAINED ALLEGATIONS**

### **a. Officer Skip Katich**

#### **i. Complimentary and Disciplinary History**

- 1. Complimentary:** 77 Honorable Mentions, 8 Complimentary Letters, 1 Recognition / Outside Governmental Agency Award
- 2. Disciplinary:** None

#### **ii. Recommended Penalty, by Allegation**

- 1. Allegation No. 2** – 5 day suspension
- 2. Allegation No. 3** – 5 day suspension
- 3. Allegation No. 4** – 15 day suspension
- 4. Allegation No. 6** – 10 day suspension
- 5. Allegation No. 10** – 15 day suspension
- 6. Allegation No. 11** – 5 day suspension
- 7. Allegation No. 12** – 5 day suspension
- 8. Allegation No. 15** – 30 day suspension
- 9. Allegation No. 16** – 5 day suspension
- 10. Allegation No. 17** – 5 day suspension



**11. Allegation No. 18 – 5 day suspension**

**12. Allegation No. 19 – 10 day suspension**

COPA finds the overall pattern of Officer Katich’s behavior constitutes serious misconduct. His use of profanities, racial slurs, threatening language, and the act of following his [REDACTED] in order to confront her display a serious lack of judgment and bring significant discredit to the Department. Furthermore, Officer Katich took little responsibility for any of these actions and often sought to minimize the behavior during his statement. The only mitigating evidence is his lack of prior disciplinary history and the overall age of the case.

**VIII. CONCLUSION**

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

<b>Officer</b>	<b>Allegation</b>	<b>Finding / Recommendation</b>
Officer Skip Katich	On April 2, 2015, at approximately 9:30 pm, at 6545 North Avondale, you:	
	1. Followed Officer [REDACTED] in violation of Rule 1.	Not Sustained
	2. Directed profanities at Officer [REDACTED] in violation of Rule 9.	Sustained/5 day Suspension
	3. Directed profanities at [REDACTED] [REDACTED] in violation of Rules 7 and 9.	Sustained/5 day Suspension
	4. Directed racial slurs at [REDACTED] [REDACTED] and called him a “Fucking Mexican,” and words to that effect, in violation of Rules 7 an 9.	Sustained/15 day Suspension
	5. Threatened Officer [REDACTED] with bodily harm, in violation of Rule 9.	Not Sustained
	6. Threatened [REDACTED] with bodily harm and stated, “We are both armed, right man?” and “We are all going down,” in violation of Rules 7 and 9.	Sustained/10 day Suspension
	On April 2, 2015, at approximately 10:00 pm – 10:30 pm, while at [REDACTED] you:	

7. Retrieved an unknown object from Officer [REDACTED] vehicle, in violation of Rule 2.	Not Sustained
8. Directed profanities at Officer [REDACTED] in violation of Rule 9.	Not Sustained
9. Made an obscene gesture to Officer [REDACTED] [REDACTED] with your middle finger, in violation of Rule 9.	Not Sustained
On the morning of April 3, 2015, via telephone, you:	
10. Referred to [REDACTED] as a "Fucking spic," and a "Spic motherfucker," in violation of Rule 7 and 9.	Sustained/15 day Suspension
11. Inquired about [REDACTED] personal information, in violation of Rules 7 and 9.	Sustained/5 day Suspension
On April 5, 2015, at approximately 3:23 pm – 3:30 pm, while at [REDACTED] you:	
12. Engaged in a verbal altercation with Officer [REDACTED] in violation of Rule 9.	Sustained/5 day Suspension
13. Threatened Officer [REDACTED] with bodily harm when you stated, "You're all going down," in violation of Rule 9.	Not Sustained
14. "Pounded" on Officer [REDACTED] vehicle window aggressively, in violation of Rule 2.	Not Sustained
15. Followed and tracked Officer [REDACTED] for no reason, in violation of Rule 2.	Sustained/30 day Suspension
16. Directed profanities at [REDACTED] [REDACTED] in violation of Rules 7 and 9.	Sustained/5 day Suspension
17. Called [REDACTED] "The motherfucker that is fucking my [REDACTED]" and words to that effect, in violation of Rules 7 and 9.	Sustained/5 day Suspension

18. Engaged in conduct that was unbecoming in that you used profanities while talking to responding supervisors, in violation of Rules 7 and 9.

Sustained/5 day Suspension

19. Caused a disturbance while at the scene, in violation of Rule 2.

Sustained/10 day Suspension

**Various Unknown Dates**

20. Engaged in a verbal altercations with Officer [REDACTED] in violation of Rules 2 and 9.

Not Sustained

21. Pushed and shoved Officer [REDACTED] in violation of Rule 8.

Not Sustained

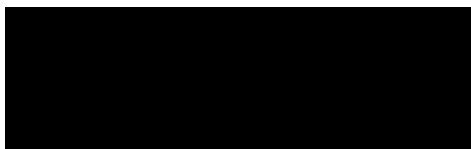
22. Verbally abused Officer [REDACTED] in violation of Rule 9.

Not Sustained

Approved:

\_\_\_\_\_

\_\_\_\_\_



December 30, 2019

Andrea Kersten  
*Deputy Chief Administrator*

Date

Appendix A

Assigned Investigative Staff

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<b>Squad#:</b>	5
<b>Investigator:</b>	Maira Webb
<b>Supervising Investigator:</b>	Loren Seidner
<b>Deputy Chief Administrator:</b>	Andrea Kersten