



**Brandon Johnson**  
Mayor

**Department of Police · City of Chicago**  
3510 S. Michigan Avenue · Chicago, Illinois 60653

**Fred L. Waller**  
Interim Superintendent

June 15, 2023

Andrea Kersten  
Chief Administrator  
Civilian Office of Police Accountability  
1615 West Chicago Avenue, 4th Floor  
Chicago, Illinois 60622

Re: Superintendent's Non-Concurrence with Penalty Recommendation  
Complaint Log No. 2021-0000353

Dear Chief Administrator Kersten:

After a careful review of the above referenced complaint log number, the Chicago Police Department (Department) does not concur with the recommended penalty for Officer Charles O'Connor # 8546.

The COPA investigation recommended a penalty of a 25-day suspension for Officer O'Connor after concluding that he:

1. Conducted a search of a citizen's vehicle and purse as well as the backpack of another citizen without justification;
2. Failed to complete an Investigatory Stop Report after conducting a traffic stop of the citizen's vehicle.

The Department agrees that both allegations should be sustained. But the Department believes that a 25-day suspension is excessive and recommends a 5-day suspension. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

Considering that at the time of the incident, he had less than 5 years of service (which is actually about 4 years of field duty), Officer O'Connor had an impressive complimentary history that consisted of 108 total awards, including 3 Department Commendations, 101 Honorable Mentions and 2 Top Gun Awards. Further, although his disciplinary history consisted of two sustained complaint log numbers and four sustained Summary Punishments, all were for violations completely different than those alleged in this complaint. But if the basis for the high recommendation is his previous disciplinary history, then progressive discipline would not go from a Reprimand to a 25-day suspension. If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with a lesser suspension that would support the principal of progressive

discipline. It is the Department's position that a 5-day suspension is sufficient to accomplish this goal. The Department looks forward to discussing this matter with you pursuant to MCC 2-78-130(a)(iii).

Sincerely,



Fred L. Waller  
Interim Superintendent  
Chicago Police Department