



**Brandon Johnson**  
Mayor

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

**Fred L. Waller**  
Interim Superintendent

July 26, 2023

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

**Re: Superintendent's Partial Non-Concurrence with Penalty Recommendation**  
**Complaint Log No. 2022-0005379**

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 Lauren Holt # 18899.

The COPA investigation recommended a penalty of a 7-day suspension for Officer Holt after concluding that she:

1. Failed to return a citizen's driver's license;
2. Failed to activate her Body Worn Camera in a timely manner;
3. Failed to complete an Investigatory Stop Report when required.

In addition, the COPA investigation recommended a penalty of a Reprimand for Officer Ariel Williams # 6885 after concluding that she:

1. Failed to identify herself when requested by a citizen;
2. Failed to complete an Investigatory Stop Report when required.

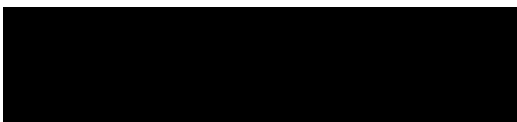
The Department concurs with all the recommended findings. The Department also concurs with the penalty recommendation for Officer Williams. But the Department believes that a 7-day suspension is excessive and recommends a 2-day suspension for Officer Holt. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

Considering that at the time of the incident, Officer Holt had less than 5 years of service (which is actually just over 3 years of being career service), Officer Holt had an impressive complimentary history that consisted of 112 total awards, including 1 Department Commendations, 108 Honorable Mentions and 1 Annual Bureau Award of Recognition. Further, her disciplinary history consisted of

one sustained complaint log number resulting in a 1-day suspension and 1 sustained Summary Punishment resulting in no disciplinary action.

Each sustained violation standing alone are typically a reprimand to 1-day suspension for members with no previous violations. Therefore, it is reasonable for the penalty in this case to be a 1-day suspension for the both the first and second violation and a reprimand for the third violation for a total of a 2-day suspension for all three violations. Further, based on the member's disciplinary history, mitigated by her complimentary history, the principal of progressive discipline supports a penalty of a 2-day suspension in this case. If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with a lesser suspension of 2 days. The Department looks forward to discussing this matter with you pursuant to MCC 2-78-130(a)(iii).

Sincerely,



fo/ Fred L. Waller  
Interim Superintendent  
Chicago Police Department