



Brandon Johnson
Mayor

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

Larry Snelling
Superintendent of Police

March 25, 2024

Andrea Kersten
Chief Administrator
Civilian Office of Police Accountability (COPA)
1615 W. Chicago Ave., 4th Floor

Re: Superintendent's Concurrence with COPA's Findings and Partial Non-Concurrence with COPA's Penalties
Log# 2019-0005316
Officer Vincent Herman, Detective Kyle Gaffney

Dear Chief Administrator Kersten:

After a careful review of the above referenced complaint log number, the Chicago Police Department (Department) concurs with the recommended findings and penalty recommendation as they pertain to Officer Vincent Herman, Star No. 15923. The Department also concurs with the recommended finding but not the penalty recommendation as they pertain to Detective Kyle Gaffney, Star No. 21056. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a 10-day suspension for Officer Vincent Herman (Officer Herman) after concluding that he:

1. Placed his knee on [REDACTED] without justification.
2. Punching [REDACTED] about his head/face without justification.
3. Kneeing [REDACTED] on his head/face without justification.

The COPA investigation also recommended a 5-day suspension for Detective Kyle Gaffney (Detective Gaffney) after concluding that he:

1. Failed to utilize de-escalation tactics during his interaction with [REDACTED] ([REDACTED])

The Department agrees with COPA's sustained findings and 10-day suspension for Officer Herman.

Regarding, Detective Gaffney, the Department agrees with COPA's sustained finding but recommends a 1-day suspension with training. Detective has received 66 various awards and has no record of discipline. A 1-day suspension is progressive discipline and due to the extraordinary delay in prosecuting this case, a 5-day penalty would be inappropriate. The misconduct occurred in 2019.

The Department looks forward to discussing this matter with you pursuant to MCC-2-78-130(a)(iii).

Sincerely,



Larry Shelling
Superintendent of Police
Chicago Police Department