



**Brandon Johnson**  
Mayor

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

**Larry B. Snelling**  
Superintendent

April 25, 2024

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. 2019-0001615

Dear Chief Administrator Kersten:

After a careful review of the above referenced complaint log number investigation, the Chicago Police Department (Department) concurs with the recommended sustained findings but does not concur with the recommended penalty as they pertain to Sergeant James Haworth, Star No. 898. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a penalty of a 60 to 180-day suspension for Sergeant Haworth after concluding that he:

1. Struck ██████ about the head;
2. Threatened to kill ██████;
3. Threatened to kill a third party, ██████;
4. Was intoxicated.

The Department agrees that all the allegations against Sgt. Haworth should be sustained. But the Department believes that the penalty recommendation is excessive and recommends a 25-day suspension for Sergeant Haworth. The Department understands the seriousness of domestic violence allegations against Department members and believes that a 25-day suspension is a significant disciplinary action that is commensurate with the sustained allegations. Sergeant Haworth appeared to be going through several major family crises at the time of the incident. Although this is not an excuse for this behavior, it is a factor that should be considered in making a penalty recommendation. Since that time, Sergeant Haworth attended anger management classes, family counseling and obtained treatment from a psychologist and a psychiatrist. Sgt. Haworth stated that the relationship between him and his wife is stronger and closer now.

If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with this lesser suspension. A higher suspension would serve no purpose except to be punitive and therefore is not in this member's nor in the Department's best interest. This is particularly applicable to this case as the conduct occurred almost five years ago. Further, the

recommendation for a 25-day suspension falls within the progressive discipline principal after reviewing Sgt. Haworth's complimentary and disciplinary history. Sgt. Haworth has an impressive complimentary history with 76 awards and no disciplinary history.

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

Sincerely,



Larry B. Snelling  
Superintendent  
Chicago Police Department