



Brandon Johnson
Mayor

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

Larry B. Snelling
Superintendent of Police

April 15, 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 Non-Concurrence with COPA's Penalties
Log# 2020-0003154
Police Officer Rafael Razo, Police Officer Fabian Arreola

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 but not with the penalty recommendation as they pertain to Police Officer Rafael Razo, Star No. 13152 and Police Officer Fabian Arreola, Star No. 13343. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a 30-day suspension for Police Officer Rafael Razo (Officer Razo) after concluding that he:

1. Failed to timely activate his Body Worn Camera (BWC).
2. Struck [REDACTED] [REDACTED] with a CPD vehicle, without justification.
3. Failed to drive his CPD vehicle with due regard for the safety of all persons.

The COPA investigation recommended a 1-3 day suspension for Police Officer Fabian Arreola (Officer Arreola) after concluding that he:

1. Failed to timely activate his Body Worn Camera (BWC).

The Department agrees with COPA's sustained findings. However, the Department believes the penalty recommendation is untimely. Each piece of evidence reviewed by COPA: BWC footage, ICC footage, Radio transmissions, Evidence Technician Photos, and police reports, were easily accessible without delay. COPA scheduled only two interviews: Officer Razo and Arreola. Nothing presented in this file suggest there was a reasonable cause or valid reason for the delay. However, a total of 1277 days passed from the date COPA was notified by Sergeant William Murawski to the day COPA signed the Summary Report and transferred the investigation to CPD to facilitate CCR: from July 28, 2020 to January 26, 2024.

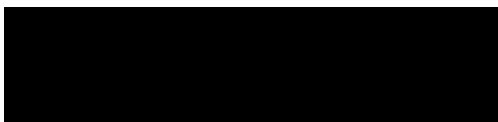
The Consent Decree requires that "the City will ensure that COPA reaches its investigative findings and recommendations within 180 days of the initiation of the investigation." Consent Decree

pg. 137 line 470. Fundamentally, this standard simply ensures fairness to all involved parties. As the COPA investigation was not timely, it therefore violated the Just Cause standard of the Agreement between the Fraternal Order of Police, Chicago Lodge No. 7, and the City of Chicago, Article 8 - Employee Security, Section 8.1: "No Officer covered by this Agreement shall be suspended, relieved from duty or otherwise disciplined in any manner without just cause." Had COPA required an extension, it would have had to provide a written report approved by the Chief Administrator explaining the necessity of the extension; the file includes no such report.

Therefore, the Department recommends 2-day suspension for Officer Razo and a 1-day suspension for Officer Arreola.

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

Sincerely,



Larry B. Snelling
Superintendent of Police
Chicago Police Department