

Police Board Public Meeting  
January 18, 2023

POLICE BOARD  
CITY OF CHICAGO  
PUBLIC MEETING

3510 South Michigan Avenue  
Chicago, Illinois

Thursday, January 18, 2023  
7:30 p.m.

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APPEARANCES:

MEMBERS OF THE POLICE BOARD:

KYLE COOPER, President  
PAULA WOLFF, Vice President  
STEVEN BLOCK  
AJA CARR-FAVORS  
MAREILÉ CUSACK  
NANETTE DOORLEY  
MICHAEL EADDY (Telephonically)  
GHIAN FOREMAN  
ANDREAS SAFAKAS (Telephonically)

ALSO PRESENT:

LARRY SNELLING, Superintendent of the Chicago Police  
Department;  
ANDREA KERSTEN, Chief Administrator of the Civilian  
Office of Police Accountability;  
TOBARA RICHARDSON, Deputy Inspector General for  
Public Safety;  
YOLANDA TALLEY, Chief of the Chicago Police  
Department's Bureau of Internal Affairs;  
SCOTT SPEARS, Acting General Counsel to the  
Superintendent;  
MAX CAPRONI, Executive Director of the Chicago  
Police Board;  
JAZMYNE ROLLINS, Executive Administrative Assistant  
Chicago Police Board;  
MEMBERS OF THE PUBLIC.

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1           PRESIDENT COOPER: Good evening, everyone. My  
2 name is Kyle Cooper. I am the president of the  
3 Police Board. I am now calling the Board's January  
4 18th, 2024, public meeting to order.

5                         We thank CAN-TV for covering this  
6 meeting. It is being broadcast on Channel 27 and  
7 live streamed at CAN-TV org and on CAN-TV app.

8                         Board Members Eaddy and Safakas are  
9 unable to attend this meeting in person and wish to  
10 attend remotely. Is there a motion to permit them  
11 to do so?

12           VICE PRESIDENT WOLFF: So moved. Paula Wolff.

13           BOARD MEMBER CUSACK: Second. Mareilé Cusack.

14           PRESIDENT COOPER: All in favor, raise your  
15 right hand and say aye.

16                                 (CHORUS OF AYES.)

17           PRESIDENT COOPER: Any opposed?

18                                 (NO RESPONSE.)

19           PRESIDENT COOPER: The motion passes.

20                                 In addition to the Police Board  
21 members, we have the following City officials here  
22 with us this evening: Superintendent of Police,  
23 Larry Snelling; Chief Administrator of the Civilian  
24 Office of Police Accountability, Andrea Kersten;

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1 Deputy Inspector General for Public Safety, Tobara  
2 Richardson; chief of the Chicago Police Department's  
3 Bureau of Internal Affairs, Yolanda Talley; acting  
4 general counsel to the Superintendent, Scott Spears,  
5 and the Police Board's executive director, Max  
6 Caproni.

7           Before we proceed to the items on the  
8 meeting agenda, I want to take a moment to recognize  
9 Board Member Ghian Foreman who is attending his  
10 final meeting this evening.

11           Ghian, we thank you for your service.  
12 And I understand you would like to say a few words.  
13 Please do so.

14           BOARD MEMBER FOREMAN: It's been a real  
15 pleasure for me to serve on the Police Board over  
16 the last 13 years. I was sharing with the Board  
17 earlier today as we were reminiscing, I came into  
18 this thing, and one of my mentors, who is one of the  
19 former Board presidents, you know, asked me how can  
20 I help the City in a bigger way. I was volunteering  
21 at a local high school, and the opportunity came up  
22 under Mayor Daley to serve on the Police Board. It  
23 was not anything that I ever thought about doing.  
24 In doing so, I've now served under four mayors, five

1 permanent superintendents, as well as some great  
2 interim superintendents. You know, we've been  
3 through a lot together. Some great board members.  
4 I've learned a lot. I learned a lot about  
5 community, working together. I've learned a lot  
6 about police.

7 I was sharing that in 2010, when I  
8 first started, we had a series of police officers  
9 that were killed that year. I made a point to  
10 attend, since I've been on the Board, every police  
11 officer's funeral. And I remember meeting with  
12 family at the time, but I also remember meeting the  
13 brother of Rekia Boyd, and the pain that those two  
14 families felt, it was the same pain.

15 And so as we sit here, and we have to  
16 make judgements about careers of police officers, we  
17 don't take that job lightly. It's something that I  
18 think that it's hard on us. It may look to the  
19 public like we're on one side, we're on another  
20 side, but we fight like brothers and sisters as we  
21 have to make these decisions, because these are  
22 decisions that impact the whole City.

23 So in City Council when I was there  
24 last, they asked me the question, you know, what are

1 some of the things that you learned, and I think a  
2 couple of things; one, that we each, all of us in  
3 the City of Chicago, have the responsibility to do  
4 something to make our City better. It could be do  
5 something such as the great work as our friends from  
6 We Win Together, coming to the Board meetings every  
7 month, giving suggestions, you know, but also  
8 providing good feedback in terms of what we do or  
9 whether or not if it's us or now CCPSA giving policy  
10 recommendations to the Board, to the Police  
11 Department about what we can do to improve our City.

12 And so this has been a real learning  
13 experience for me. I'm really grateful for the  
14 opportunity. I strongly encourage -- we have  
15 openings on the Board, so I strongly encourage go to  
16 the CCPSA website. It's been a wonderful learning  
17 experience, and I'm really grateful.

18 I need to be specific about a couple  
19 of people I normally get myself in trouble with,  
20 but, Max Caproni, you've been just incredible to  
21 work with. A great partner. We've been through a  
22 lot together, personally as well as work.

23 Learned a lot from Demetrius Carney  
24 and Lori Lightfoot as Board presidents that I got an

1 opportunity to learn under.

2 And, Paula, you've been an incredible  
3 mentor, co-partner, co-president. I've learned so  
4 much.

5 And, finally, I don't want to get  
6 myself in trouble later, really grateful to my wife  
7 and to my daughter. You know, this is not an easy  
8 job. And I can remember times when my daughter  
9 would come home from school and ask -- not only  
10 students, but teacher aides, you know, they would  
11 approach her and ask like, Why did your dad make  
12 this decision? And, you know, they would become  
13 hard conversations we had to have at home. You know  
14 how young people are. They know all the right  
15 answers. Right? So it would be hard conversations  
16 we had at home. Not very dissimilar to the  
17 conversations that the community or police officers  
18 bring to us. Right?

19 And so, you know, this took a lot of  
20 time away from my family. The Superintendent  
21 searches. We had a little controversy one year with  
22 the Superintendent search. But I really tried to  
23 fill the role. And I'm really glad to be a  
24 Chicagoan and grateful for this opportunity. Thank

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1 you.

2 (APPLAUSE.)

3 PRESIDENT COOPER: Thank you so much for your  
4 service, Ghian.

5 We will now proceed to the items on  
6 the meeting agenda, and at the end we'll have some  
7 time for some public comments.

8 So first up, is there a motion to  
9 approve a draft of the minutes of the Board's public  
10 and closed meetings held on December 21st, 2023?

11 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

12 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

13 PRESIDENT COOPER: All in favor, raise your  
14 hands and say aye.

15 (CHORUS OF AYES.)

16 PRESIDENT COOPER: Any opposed?

17 (NO RESPONSE.)

18 PRESIDENT COOPER: Seeing none, the motion  
19 passes.

20 The next item on the agenda is the  
21 schedule for meetings for 2024. Just so everybody's  
22 aware, the schedule of the Board's regular monthly  
23 meetings for 2024 have been set, and they are now  
24 posted on the Board's website, and that website is

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1 Chicago.gov/PoliceBoard.

2 The next regular public meeting is  
3 scheduled to take place on Thursday, February 22nd,  
4 at 7:30 p.m., and this meeting will be here in  
5 person at Chicago Public Safety Headquarters.

6 Please note that unlike this month,  
7 next month's meeting will take place on the fourth  
8 Thursday of February, after which we will return to  
9 our regular third Thursday of the month in March for  
10 our subsequent meeting.

11 The Police Board meets in executive  
12 session to consider various matters. Those  
13 discussions are closed to the public as authorized  
14 by Section 2(c)(1), (4) (11), and (21) of the  
15 Illinois Open Meetings Act. Information on matters  
16 discussed in the executive sessions is included in  
17 the minutes of the meetings posted on our website.

18 Is there a motion to close a series of  
19 future executive sessions as authorized by these  
20 sections of the Open Meetings Act?

21 VICE PRESIDENT WOLFF: So moved. Paula Wolff.

22 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

23 PRESIDENT COOPER: All in favor, raise your  
24 hands and say aye.



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1 (CHORUS OF AYES.)

2 PRESIDENT COOPER: Any opposed?

3 (NO RESPONSE.)

4 PRESIDENT COOPER: Seeing none, the motion  
5 passes.

6 The next item on the agenda is an  
7 update on the status of the arbitrator's recent  
8 ruling regarding police disciplinary cases.

9 In October of 2023, Arbitrator Edwin  
10 Benn issued a final opinion that allowed Chicago  
11 police officers to choose to have the most serious  
12 police disciplinary cases heard by an arbitrator  
13 rather than the Chicago Police Board.

14 Last month, the City Council voted to  
15 reject this ruling, which returned the matter to the  
16 arbitrator.

17 Two weeks ago, on January 4th,  
18 Arbitrator Benn issued a follow-up opinion  
19 reaffirming his ruling.

20 The matter will now return for further  
21 consideration by the City Council when it next meets  
22 next week on January 24th.

23 I want to reiterate that I strongly  
24 disagree with Arbitrator Benn's ruling, which, if

1 implemented, would disrupt a system that has  
2 effectively promoted transparency and accountability  
3 in handling serious cases of police misconduct in  
4 the City of Chicago for nearly 60 years.

5 While Arbitrator Benn inappropriately  
6 accuses the mayor and City Council members of  
7 violating their oath of office, it makes perplexing  
8 references to former President Trump's "big lie" and  
9 reinforces an arbitrary retroactive date, there is  
10 no question that if his ruling is allowed to take  
11 effect, it would erode public trust in the police  
12 and reduce accountability for officers involved in  
13 serious cases of wrongdoing. Such an outcome serves  
14 neither the public, nor the vast majority of the  
15 dedicated Chicago police officers who risk their  
16 lives daily to serve the public.

17 Contrary to Arbitrator Benn's  
18 assertions, these distinctions between proceeding  
19 before the Police Board and private arbitration are  
20 both significant and undeniable.

21 For example, charges brought against  
22 officers are publicly available on the Police  
23 Board's website, whereas arbitration keeps them  
24 shrouded in secrecy.

1           The Police Board conducts disciplinary  
2 hearings in an open forum while arbitration  
3 proceedings are closed to the public.

4           The Police Board takes final action in  
5 full view of the public during monthly meetings such  
6 as this one, while arbitrators render their  
7 decisions in private.

8           The Police Board publishes detailed  
9 written decisions on its website, explaining the  
10 rationale behind its findings, whereas arbitrators'  
11 decisions remain secret and concealed from public  
12 scrutiny.

13           These distinctions go beyond mere  
14 procedural matters. As extensive public reporting  
15 on this issue has repeatedly confirmed that when  
16 police disciplinary cases are funneled through  
17 private arbitration, officers either evade  
18 punishment altogether, or their recommended  
19 sentences reduced by as much as 50 percent.

20           Put simply, if this ruling is allowed  
21 to take effect, police accountability will suffer  
22 and the people of Chicago will bear the burden.

23           The next item we have on the agenda is  
24 police disciplinary cases. There's one announcement

1 of a ruling in a disagreement that Board Member  
2 Carr-Favors will make.

3 BOARD MEMBER CARR-FAVORS: I was randomly  
4 selected from the Police Board's membership to  
5 consider one matter on which the Chief Administrator  
6 of the Civilian Office of Police Accountability and  
7 the Superintendent of Police did not agree regarding  
8 the discipline of an officer.

9 In request for review number 23-17,  
10 the Chief Administrator recommended that Police  
11 Officer Alberto Covarrubias be discharged from the  
12 Chicago Police Department for using deadly force and  
13 failing to immediately render medical aid in  
14 violation of CPD policy.

15 The Superintendent did not agree that  
16 the officer used deadly force in violation of CPD  
17 policy and proposed that he be suspended for 90  
18 days.

19 After considering this matter, it is  
20 my opinion that the Superintendent did not meet the  
21 burden of overcoming the Chief Administrator's  
22 recommendation for discipline. A full hearing  
23 before the Police Board is an appropriate next step  
24 that will allow the Board to thoroughly consider all

1 relevant evidence regarding the officer's conduct.

2 A copy of the written opinion will be  
3 posted on the Board's website.

4 PRESIDENT COOPER: Thank you, Board Member  
5 Carr-Favors.

6 The next item on the agenda is appeals  
7 by disqualified applicants to become police  
8 officers.

9 When a person applies to become a  
10 Chicago police officer is disqualified and removed  
11 from the eligibility list due to results of a  
12 background examination, that person has a right to  
13 appeal to the Police Board. The Board, as  
14 authorized by The Open Meetings Act, has discussed  
15 in a closed meeting several appeals. We will now  
16 take final action on these appeals.

17 Is there a motion to affirm the  
18 disqualification decision for the following appeals:  
19 23-AA-27, 29, 31, 33 through 37 and 39 and reverse  
20 the disqualification decision for the following  
21 appeal, 23-AA-38?

22 BOARD MEMBER WOLFF: So moved. Paula Wolff.

23 BOARD MEMBER CUSACK: Mareilé Cusack. Second.

24 PRESIDENT COOPER: I will now call on members

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1 of the Board for their votes.

2 Board Member Wolff.

3 BOARD MEMBER WOLFF: Aye.

4 PRESIDENT COOPER: Board Member Block.

5 BOARD MEMBER BLOCK: Aye.

6 PRESIDENT COOPER: Board Member Carr-Favors.

7 BOARD MEMBER CARR-FAVORS: Aye.

8 PRESIDENT COOPER: Board Member Cusack.

9 BOARD MEMBER CUSACK: Aye.

10 PRESIDENT COOPER: Board Member Doorley.

11 BOARD MEMBER DOORLEY: Aye.

12 PRESIDENT COOPER: Board Member Eaddy.

13 BOARD MEMBER EADDY: Aye.

14 PRESIDENT COOPER: Board Member Foreman.

15 BOARD MEMBER FOREMAN: Aye.

16 PRESIDENT COOPER: Board Member Safakas.

17 BOARD MEMBER SAFAKAS: Aye.

18 PRESIDENT COOPER: I also vote in favor of the  
19 motion.

20 Voting in favor are Board Members  
21 Wolff, Block, Carr-Favors, Cusack, Doorley, Eaddy,  
22 Foreman, Safakas, and myself. The motion passes.

23 The written decisions of these appeals  
24 will be entered as of today's date, sent to the

1 parties and posted on the Board's website.

2 At this time, I would now ask the  
3 Superintendent whether or not he has a report to  
4 share.

5 SUPERINTENDENT SNELLING: Thank you, President  
6 Cooper. Yes. Good evening, everybody. And first  
7 of all, let me start by, you know, recognizing  
8 President Foreman for over 13 years of service with  
9 the Police Board.

10 One of the things I can tell you that  
11 I truly appreciate the comments made by just knowing  
12 and understanding that these are not easy decisions  
13 to make. Obviously, we're making decisions on  
14 people's lives, their livelihoods, and oftentimes  
15 split-second decision-making, and I know that  
16 doesn't come easy. Sometimes when you make a  
17 decision, you definitely have to live with that. I  
18 can tell that you really took these decisions that  
19 you made seriously. So thank you for that. It's  
20 just something that most people will never truly  
21 understand to feel when you find yourself in these  
22 situations where you have to make the tough, tough  
23 decisions. But that tells us who we are as people.  
24 When it comes time to make those tough decisions,

1 and you do what you feel is right, it's the most  
2 important thing. So thank you for your comments  
3 there.

4 As a public servant, I know that  
5 you're going to continue somewhere else and not just  
6 here. So I see it on you, and I know that you're  
7 going to do great things after leaving here.

8 So I just wanted to recognize you and  
9 say thank you for the work that you've done and  
10 thank you for just being upfront and personal and  
11 just sharing that personal story with everybody in  
12 the room here. I think that was very important. So  
13 thank you.

14 Good evening, everybody here.  
15 Especially the community members here. Just want to  
16 say thank you for being here. Appreciate you being  
17 here.

18 The one thing I want to talk to you  
19 about is CPD's dedication to public safety. Keeping  
20 our community safe, making sure that every person in  
21 this room is well taken care of, and hopefully you  
22 don't become victimized by some of the violent  
23 crimes that we've seen plaguing the City.

24 So we've addressed some of our major,



1 major problems here, which are armed robberies,  
2 vehicular hijackings, burglaries, smash-and-grabs,  
3 and motor vehicle thefts.

4 We saw at the end of the year last  
5 month, I believe I reported out to you that we were  
6 trending in the right direction. What I can tell  
7 you is our use of technology, with boots on the  
8 ground, and the collaborative effort between the  
9 Bureau of Patrol, the Detective Division, the Bureau  
10 of Counterterrorism, and across all bureaus for that  
11 matter, working together to identify patterns has  
12 been helpful to us reducing some of the crime.

13 So what I'll do is just go over a few  
14 of the year-to-date numbers just for the month of  
15 January and where we're going.

16 So year to date, compared to 2023,  
17 right now we're down eight homicides from last year,  
18 which is a 35 percent reduction in homicides.  
19 Criminal sexual assault, which is a major concern,  
20 we're down 43 incidents for a 44 percent reduction  
21 from last year. Armed robberies, we're down 166  
22 incidents from last year at this time, down nearly  
23 32 percent. Our shooting incidents, we're down 34  
24 for a 35 percent reduction. Shooting victims, we're

1 down 46 victims, which is a decrease of 40 percent  
2 from last year at this time. Our burglaries, we're  
3 down 129, which is a 33 percent reduction from last  
4 year. And vehicular hijackings, we're down 62  
5 incidents, which is a decrease of 60 percent.

6           Regarding the detective division, we  
7 are -- I'm proud to say the detective division has  
8 cleared 60 percent of the 15 homicides that have  
9 occurred this year. So that is a very high number  
10 right now, especially this early in the year. We're  
11 going to continue in that direction.

12           With our FLO Program -- our Family  
13 Liaison Program growing, we're going to continue to  
14 reach out to those families who have been victimized  
15 by shootings and homicides.

16           With that, we hope to continue to  
17 build our relationship with communities so that we  
18 can move further into the clearances of these  
19 incidents by gaining the trust of the public so that  
20 the public begins to speak up, and they feel like  
21 they can trust enough in the Chicago Police  
22 Department to reach out. So we're going to continue  
23 in that direction.

24           That being said, the most important

1 thing here, and I talk about it as much as I can,  
2 our relationship with the public is very important.  
3 Our communities have to work with us, we have to  
4 work with communities. We recognize a bunch of the  
5 issues that we face, those things that have become  
6 barriers between the communities and the police.  
7 And I know that this is not going to happen  
8 overnight. We'll continue to chip away at that by  
9 making sure that we're reaching our target  
10 communities and building that trust.

11 We cannot do this alone as a police  
12 department. I've said it before, and I will  
13 continue to say, we cannot arrest our way out of  
14 this situation. That's not what we want to do.  
15 What we want to do is prevent crime from happening,  
16 as opposed to just responding to it, because if  
17 we're just responding to crime, we're not doing  
18 anything to prevent it. We'll just continue to spin  
19 our wheels. We have to build our communities. We  
20 have to reach out, and bigger than all of it, we  
21 have to build our children. We have to catch  
22 children when they are young. We have to reach out  
23 to them. We have to have programs for them. We  
24 have to make sure that our kids don't get caught up

1 in the things that they're seeing that's surrounding  
2 them. How do we do that? By reducing the crime  
3 around these children. Not only reducing the crime,  
4 but giving these children an opportunity that they  
5 may not have had if someone doesn't step up and  
6 reach out to them.

7 We talk about re-entry programs.  
8 Those are great, but we don't want to continue to  
9 have to build people based on re-entry programs. We  
10 want programs that prevent our children from  
11 entering into a re-entry program, because at that  
12 point we know that the mistakes have been made.  
13 Doesn't mean that they can't correct. Doesn't mean  
14 that we can't lead them down a better path. But if  
15 we can prevent them from going down that path,  
16 that's the best possible thing we can do.

17 So I will continue with this because  
18 we continue all day with talking about what we're  
19 trying to do with the community, but until that  
20 relationship is built, if we're not willing to meet  
21 each other, we're going to continue to spin our  
22 wheels. That's not what we want to do. We want to  
23 work hand in hand, work lockstep with our community  
24 members. So we will continue to work hard with

1 that. We know, because I see some of our community  
2 members here who always reach back, and you're  
3 always working hard in the community, and we  
4 appreciate what you do. And we will continue to  
5 reach back to you. So thank you.

6 PRESIDENT COOPER: Thank you, Superintendent  
7 Snelling, for that report and for the work your  
8 officers have done to start the year. It sounds  
9 like everything's trending in a really nice  
10 direction.

11 I will next ask COPA Chief  
12 Administrator Kersten to give her report.

13 CHIEF KERSTEN: Thank you and good evening. I  
14 want to start by also echoing some of Superintendent  
15 Snelling comments about outgoing Board President  
16 Foreman. I think what struck me the most out of  
17 remarks you shared, Ghian, was really your humility  
18 in all of this.

19 I think for those of us who have  
20 committed careers to public service or spend free  
21 time that we really don't really have contributing  
22 to public service, keeping centered in all that we  
23 do, our experience as humans, as residents of this  
24 City, understanding the complexity of this

1 particular issue, that's a tall order. And you are  
2 just someone that's done that with a lot of dignity,  
3 a lot of candor and a lot of integrity in the years  
4 that I've had the privilege of working alongside of.  
5 So I just want to say thank you again to you.

6 I will report out on just kind of what  
7 came in statistically to COPA in the month of  
8 December, last month, as I do every month at the  
9 Police Board. We received 282 complaints and  
10 notifications. Of those, we retained 67 that fell  
11 under COPA's jurisdiction. The vast majority were  
12 sent back to the Bureau of Internal Affairs or other  
13 appropriate investigatory entities. Again, the  
14 highest complaint type of COPA cases was improper  
15 search or seizure allegations constituting about 33  
16 percent of our incoming cases in December. We had  
17 one police shooting in December that we were  
18 notified of, and our agency concluded five police  
19 shooting cases or investigations. Our sustained  
20 case rate overall was about 26 percent, which tends  
21 to be pretty similar month over month to what we end  
22 up concluding.

23 I do want to give what I hope will be  
24 my last update on COPA's timeliness initiative. As

1 I've spoken many times before the Police Board since  
2 about midsummer, COPA launched an initiative to  
3 really try to address the historic backlog of cases  
4 that we first inherited as a new agency back in  
5 2017, and that were created years before that -- our  
6 agency even came into existence.

7 In order to meaningful address that,  
8 we had a specialized sort of approach to reviewing  
9 our oldest and aging cases. And now several months  
10 after the launch of that initiative, I can say that  
11 we have reviewed over 650 cases, concluded many of  
12 them administratively, with recommendations to the  
13 Department for operational retraining for things  
14 that may have resulted in sustained allegations had  
15 we proceeded to full disciplinary recommendations.

16 As I stated many, many times before,  
17 the reasons behind this are many. Most of all,  
18 understanding and alluding to some of President  
19 Cooper's remarks about arbitration, old cases don't  
20 have the chance of success in arbitration. So  
21 utilizing COPA's limited resources to continuing  
22 laboring over and investigating old cases that don't  
23 have any ability to be successful isn't a good use,  
24 good stewardship of the resources that we have and

1 the obligation that we have under our own municipal  
2 code that we owe to officers and residents who  
3 complain about police interactions.

4 So making hard decisions is something  
5 that we are used to doing at COPA and something that  
6 we certainly stand by with respect to this  
7 timeliness initiative.

8 Something that I think is really  
9 important to note is that as a result of that, we  
10 currently have 664 open cases in our office. Again,  
11 that number may sound huge, but you have to go back  
12 over a decade to get anywhere near that as far as  
13 open cases in the predecessor agencies that tried to  
14 do this work before.

15 So I can speak to any officers, any  
16 impacted parties or complainants or just interested  
17 residents of the City. We did this hard work. We  
18 made these hard choices so that we can endeavor to  
19 do this job differently than it's been done in the  
20 30 something years before today.

21 We understand that we have an  
22 obligation to come to conclusion in these cases in a  
23 timeline that gives meaningful feedback to officers,  
24 that gives resolution to them and their families, as



1 well as the people making these complaints.

2 I've been an employee, I am an  
3 employee, I am an employer. I understand that when  
4 you're trying to discipline or correct behavior,  
5 pointing that out three years after the fact doesn't  
6 help a lot. So we are setting ourselves as an  
7 agency on a path to be able to conclude all of these  
8 investigations within 18 months or less going  
9 forward.

10 And something that's really important  
11 is, as we wrapped up this initiative, we took the  
12 time to electronically notify over 600 officers that  
13 their aging cases had been concluded. There is  
14 nothing left for them to do. They may end up  
15 getting retrained on some issues. Perhaps some of  
16 their in-service training will have already covered  
17 those topics. But really wanted to let them know we  
18 are going to do this differently going forward.

19 I think, again, I made comments like  
20 this in the past. When you come to the Police Board  
21 every month, you do not see what is reflective of  
22 the entire body of cases that come before us as an  
23 agency. You see the most serious cases. You see  
24 the cases that the Superintendent and I don't agree

1 on. But when you look at the data behind the work  
2 that COPA does every single month, the vast majority  
3 of citizen complaints and notifications do not  
4 result in discipline for officers. And that's not  
5 because we're not doing our job right, it's because  
6 we are.

7 Many of the interactions that  
8 community members are having with police may be  
9 misunderstood, they may be fraught, but most of them  
10 do not result in misconduct. And it's an important  
11 thing that I want to be as transparent about as  
12 possible, because, you know, for those of you that  
13 hear outcomes like tonight, Superintendent and I  
14 don't see eye to eye on that. On the thousands of  
15 cases resolved in the last year, that's not  
16 reflective of the majority of things that come  
17 before my agency and that we send to the Chicago  
18 Police Department.

19 So I respect that we may not always  
20 share the same opinion and that there are places  
21 like this to mete out those disagreements and  
22 differences, and I appreciate the public's attention  
23 to what the big picture looks like, because I know,  
24 as Superintendent Snelling mentioned, that when the

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1 Chicago Police Department wants to rebuild trust,  
2 the role that COPA plays in that, that the Police  
3 Board plays in that, that the Inspector General  
4 plays in that, that the Commission and our local  
5 District Council plays in that is vital.

6           So at COPA, we're going to continue  
7 doing our job to the best of our abilities. We're  
8 going to continue delivering as objective and  
9 complete results and recommendations as we can on a  
10 timeline that I think will serve all Chicagoans  
11 much more effectively in the future. Thank you.

12           PRESIDENT COOPER: Thank you, Chief  
13 Administrator Kersten. That was very helpful.

14           At this point, I will now open the  
15 meeting up to public comments. I would just ask  
16 that the individuals who have signed up to speak  
17 tonight limit their comments to two minutes each so  
18 that we can get through all the comments.

19           At this time, I would like to call  
20 Zakiyyah Muhammad.

21           MS. MUHAMMAD: I would just like to say to  
22 outgoing President Foreman, Congratulations, my  
23 brother, and may you find success wherever you go.

24           Superintendent Snelling,

1 congratulations to you, and I do hope that you are  
2 received and work as well in the community as  
3 Chief Waller did. We loved him, and he worked very  
4 well with us activists. You know how out of hand we  
5 can get when we shut down North Michigan Avenue.  
6 But Chief Waller, he knew what to do with us. I  
7 hear good things about you. I wish you all the  
8 best.

9 My name is Zakiyyah Muhammad. I'm a  
10 community activist and long-time member of  
11 Bronzeville.

12 I was in T.J. Maxx on January 5th  
13 downtown. I was verbally assaulted by a very, very,  
14 very angry Mexican guy. If it had not been for the  
15 security guard -- because he was swinging at me with  
16 a duffle bag calling me a stupid black B-I-T-C-H  
17 and swinging, but the security guard caught the  
18 duffle bag each time he swung at me. I called the  
19 police on two occasions to come because I was so  
20 nervous because he had -- he was hollering out,  
21 "I'll kill you. You'll die. You will die." I  
22 said, "Security, did you hear him just threaten my  
23 life?" Then he tried to clean it up and he said,  
24 "No. I said God will kill you." But everybody in

1 the store was at a standstill. They saw it.

2 The police came, and I'm assaulted  
3 again, because the police came and one officer in  
4 particular treated me so mean and disrespectful. He  
5 was young. Younger than my grandchildren. Talking  
6 down to me. Talking at me. Asking me quick  
7 questions. Well, what did you say? What did you  
8 say? I'm already nervous. I'm already upset at  
9 this man that just threatened my life, and I'm  
10 talking about these officers, because I wrote their  
11 names down because I took a picture of the  
12 gentleman -- not gentleman. I took a picture of  
13 that angry Mexican man down there that was trying to  
14 get at me to hit me with that duffle bag. And I  
15 have a picture of the security guard. So I was so  
16 upset and so angry at this man, this little officer,  
17 about this tall, just looking up at me, talking to  
18 me like you talk to somebody that you dislike.  
19 Sheer disdain in his eyes for me.

20 The other one that was with him, the  
21 one that was disrespectful to me, Cortez, the other  
22 one Estrada, very nice. Quiet. Didn't hardly say  
23 anything but give me instructions. Ma'am, we'll  
24 give you a report to do this, that and the other.

1 That's just how his tone was. He kept his tone.  
2 The other -- the little one, Well, what do you want?  
3 Didn't you say so and so? And I'm stumbling, too,  
4 and I'm nervous now, and I'm trembling. I mean I'm  
5 78 years old, brother. I can't tolerate that kind  
6 of mistreatment, especially from young people like  
7 that. That's very hurtful.

8 I wouldn't have come here in this cold  
9 if it hadn't affected me so bad when it happened. I  
10 want to talk to somebody about this, because I  
11 shouldn't have to be treated -- I shouldn't have had  
12 to leave out of that store by myself, looking over  
13 my shoulder wondering if this nut is going to sneak  
14 up on me and attack me. All while I was going to  
15 find a cab, I'm looking over my shoulder.

16 PRESIDENT COOPER: Ms. Muhammad, thank you for  
17 sharing. I'm sure if you wait until the end of the  
18 meeting, that somebody will happily --

19 MS. MOHAMMAD: That was going to be my next  
20 question. I'm long-winded. Thank you.

21 PRESIDENT COOPER: That's okay. Thank you for  
22 sharing.

23 The next person who I would like to  
24 call is Matt Brandon.

1 MR. BRANDON: Good evening, everybody. Board,  
2 Superintendent, Deputy Chief, and Ghian. Like  
3 Sister Muhammad from the community, we want to say  
4 thank you, you know. And like the Superintendent  
5 said, your words really meant something, because we  
6 know how you've been touched by this job.

7 Just so everybody knows, when you  
8 talk about the long hours away from family, I  
9 understand -- we understand what you mean. But what  
10 they don't know, you go beyond that, because you  
11 respond to the community outside of the Police  
12 Board.

13 You've come out when we've asked you  
14 to come out. So we appreciate everything that  
15 you've done over those years and thank you very  
16 much.

17 Superintendent, the community is going  
18 to be there to work with you.

19 Sister Muhammed will learn that you  
20 are -- you are not Fred Waller, you are Larry  
21 Snelling. But you are a man of character. You are  
22 a man of honesty and dependability. And Sister  
23 Mohammad will really treasure that.

24 MS. MUHAMMAD: Thank you.

1 MR. BRANDON: You are welcome, my sister.

2 On the issue of arbitration, prior to  
3 -- well after I left the Police Department, I went  
4 to work for SEIU Local 73, and we represented the  
5 civilians on the Chicago Police Department. And so  
6 I had lot of interaction with Ed Benn. And I'm a  
7 little bit torn, because in that role, I wanted Ed  
8 Benn, because I wanted Ed Benn to rule for me and  
9 the people that I represented. And I always felt  
10 that that -- that the arbitrator was a bit biased  
11 towards the worker, which in my role at that time  
12 was good.

13 I don't think that arbitration is  
14 appropriate for the Police Department. I think that  
15 this Board has to have the decision-making power on  
16 how this is going to happen along with COPA  
17 recommendations and recommendations from the  
18 Superintendent.

19 So I agree with you on your position,  
20 President. I think you are right about that. And  
21 the community, I'm sure, will support you in that,  
22 and we hope that the City Council does, too.

23 PRESIDENT COOPER: Thank you, Mr. Brandon.

24 Next person I would like to call for



1 public comment is Mr. Patrick Jenkins.

2 MR. JENKINS: My name is Patrick Jenkins. I'm  
3 the son of Michael Craig, the guy who Officer  
4 Covarrubias murdered.

5 I listened to the Superintendent down  
6 at the end, and I totally disagree. The latter  
7 Superintendent suggested that the same officer be  
8 terminated. Same officer who was supposed to been  
9 terminated was able to kill my dad. The same  
10 officers that we called for 911 -- we was taught  
11 since kindergarten, when you need help to call who?

12 They come through the door. They was  
13 warned four times from the count that everyone saw  
14 who was who.

15 That officer didn't take the time to  
16 realize it was human beings on the other side of  
17 that wall, and he shot. Not once but twice.

18 So to you, young man, I'm sorry, I  
19 don't know your name, you will be leaving, you will  
20 see your daughter, you will see your wife, I'll  
21 never see my daddy again. And a 90-day suspension  
22 for something he should have been terminated for  
23 years ago. It's a reason why we do what we do. And  
24 I'm saying "we" because I'm on the opposite side of

1 you guys.

2 We don't call the police when things  
3 get rough. We down out here, while he is at home,  
4 home every night suspended, still working, getting a  
5 paycheck. It's okay for what he did. Had it been  
6 me, I'd been in cuffs in 26th and California, if not  
7 in a penitentiary right now.

8 So for you to sit there and say it's  
9 okay, give him a suspension, retrain him, send him  
10 back out for him to kill someone else, that's fine.  
11 Right?

12 How would you feel if your daughter  
13 didn't come home to you? And I'm probably sure a  
14 lot of you guys are parents. This hurts.

15 And I want to say something I  
16 shouldn't say. But when something happens to you  
17 guys, it's almost like we applaud because we want  
18 you to feel what we feel.

19 When officer get killed, it's like  
20 (clapping) because you all never get to see what we  
21 see.

22 But we all humans in a City. You  
23 don't see our side of it.

24 So for you to sit up there, it's

1 okay, he made a mistake.

2 The last Superintendent said get rid  
3 of him. Someone said, No, let's keep him. Look  
4 what happened. So now here it is, it's send him  
5 back out there.

6 This lady had a complaint. Please  
7 don't do nothing. I'm just being honest. Don't.  
8 If we have a discrepancy, just go back to your  
9 business. We can do this on our own. We hate to  
10 see you. We hate to see blue and white. There is  
11 no connection. There is no respect. There is no  
12 let us call you all for help. That man called you  
13 all himself. My little brother called you all.  
14 Knocked on the door for help. Told you all going up  
15 the stairs. The officer heard before my daddy sat  
16 up there and died. She has a knife to my neck. He  
17 screamed in pain while she went to work, and he sat  
18 there and lied on it, and you all sat there and said  
19 it's okay, and now you sit there and say, It's okay,  
20 he can go back to work. He ain't never stopped  
21 working. 90-day suspension. He been working two  
22 plus years.

23 I would like to know -- I know it's  
24 my time. It happens. It's always been our time. I

1 done heard you all go on three plus minutes about  
2 how this great guy was a great guy, but I got to  
3 shut up about a guy that ain't never going to be  
4 here no more.

5 So if I have to leave these last  
6 words, please look into what you all doing.

7 Reconsider. We humans just like you all. We go  
8 through the same thing you all go through. We eat  
9 at the same restaurants you all go to. This ain't  
10 about my daddy. This is about everybody that got to  
11 go through that. And ignore the fact that race  
12 plays a role whether it's black or white, brown or  
13 white, brown and black, our problem is blue. And if  
14 you all really want to help, come talk to us. I  
15 look around, nobody in here look like me. You all  
16 ain't reaching us. But I sat and listened to you go  
17 down the list of everybody that looked like me do  
18 what they do, and you all sat up there and applaud  
19 looking them up. And that's part of some of the  
20 issue, because when you all taking daddies away,  
21 whether you kill them or throw them in jail for some  
22 of the stuff you all are supposed to be doing, what  
23 you think them kids going to do? You ain't going  
24 out there and filling the roles. You all leaving

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1 them absent. All leaving them to the streets. The  
2 people that's there to do exactly what you are  
3 helping us from. We are those people. We people  
4 just like you all. You all got a badge and a shirt  
5 and also a responsibility and a duty to do what you  
6 all say you are all going to do. Thank you, all.

7 PRESIDENT COOPER: Thank you, Mr. Jenkins.  
8 Next person I would like to call for public comment  
9 is Mr. Robert More.

10 Mr. More, are you out there? I don't  
11 think so.

12 Hearing from no other members of the  
13 public, I would like to move this meeting to  
14 adjournment. With that being said, is there a  
15 motion to adjourn?

16 VICE PRESIDENT WOLFF: I so move.

17 BOARD MEMBER CUSACK: Second. Mareilé Cusack.

18 PRESIDENT COOPER: All in favor, raise your  
19 hand and say aye.

20 (CHORUS OF AYES.)

21 PRESIDENT COOPER: Any opposed?

22 (NO RESPONSE.)

23 PRESIDENT COOPER: The motion passes. And the  
24 meeting is adjourned.

1           VICE PRESIDENT WOLFF: I want to say the last  
2 speaker was extremely moving and one of the reasons  
3 that we serve, and I think I can speak for all of us  
4 on the Police Board, is to try to address the kind  
5 of issues you are talking about. I think it's true  
6 also for the Police Department, and it was very  
7 courageous to come forward and talk to us. We did  
8 all hear you. It's very hard to respond what you  
9 said, but I think we all understand and absorbed it,  
10 and it will be part of what affects us when we hear  
11 cases. So thank you for coming.

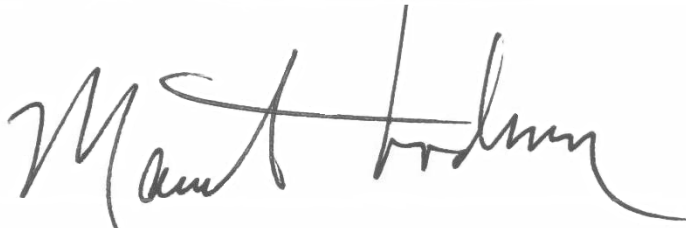
12                                 (WHEREUPON, the proceedings were  
13                                 adjourned at 8:30 p.m.)

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MAUREEN A. WOODMAN, C.S.R., being first duly sworn, says that she is a court reporter doing business in the City of Chicago; that she reported in shorthand the proceedings had at the hearing of said cause; that the foregoing is a true and correct transcript of her shorthand notes, so taken as aforesaid, and contains all the proceedings of said hearing.



MAUREEN A. WOODMAN, CSR  
License No. 084.002740

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