



**Brandon Johnson**  
Mayor

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

**Larry B. Snelling**  
Superintendent

March 29, 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. 2021-0002225

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 the Officer Matthew Skalski, Star No. 16725. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a penalty of a 10-day suspension for Officer Skalski after concluding that he:

1. Was rude and unprofessional in that he stated words to the effect of "Well you know what, you all kill each other more than us."
2. Failed to utilize de-escalation tactics when verbally interacting with citizens who appeared to be upset;
3. Engaging in a verbal altercation without justification.

The Department agrees with the sustained findings. But after reviewing his complimentary history and his disciplinary history, the Department believes a more appropriate penalty to be a 3-day suspension for Officer Skalski with additional training on Courtesy and Demeanor with Citizens and De-Escalation techniques.

If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with these lesser suspensions along with the additional training. A higher suspension would serve no purpose except to be punitive and therefore is not in these members' nor in the Department's best interest. 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