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April 26, 2016

VIA EMAIL

Chicago Tonight  
c/o Alexandra Silets

Re: Comments of Dean Angelo, President, Chicago  
Fraternal Order of Police

Dear Chicago Tonight:

I write in response to comments from Dean Angelo, President of the Fraternal Order of Police, who appeared on your show last night. Predictably, Mr. Angelo gave no ground in defending and justifying all actions of the Department and his membership. But let's look at the facts. The indefensible statistics presented in the report based on the Department's own data which show a significant disparity involving police actions and African-Americans speak for themselves. Mr. Angelo tried to explain them away, but failed. Is Mr. Angelo seriously arguing that all is well and the Department need not seriously reexamine its policing strategies which yielded these numbers?

Also, Mr. Angelo said Police Accountability Task Force ("PATF") members only spent 45 minutes with him and members of his executive board. Actually the meeting was almost two hours and the PATF initiated the meeting request for the very purpose of getting the FOP perspective on a range of issues. And of course we brought up the problematic parts of the collective bargaining agreement, and Mr. Angelo himself made it very clear the union would not make any concessions without getting something substantial in return. Clearly, some of the intransigence is posturing heading into negotiations.

Mr. Angelo continues to miss the mark when he dismisses the report. He repeated his specious comments that the PATF and its report are biased. But here again, the facts tell a different story and the report contains several provisions that are intended to improve the day to day life of Chicago Police officers. So, is it biased to call for:

- The implementation of a systemic approach to identify training needs and revise in-service training annually;
- Bring in outside experts to assist in the creation of a best in class procedural justice training so that officers are better equipped with cultural literacy;
- Reinvigorating the Field Training Officer program;

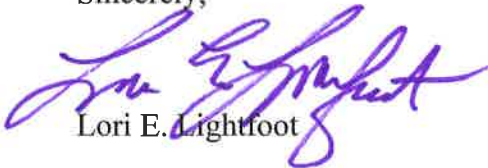
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- Increases in the number of sergeants on patrol;
- Creation of a hotline staffed by third parties so that Department members can safely report misconduct of other department members without fear of retaliation;
- The adoption of a discipline matrix so that discipline in sustained cases is consistent with clear, published guidelines instead of the inconsistent and often arbitrary process at work today;
- The creation of a non-disciplinary, early intervention system which is designed to intervene rather than impose punitive discipline;
- Create new promotion criteria for supervisors so that they are better able to support the health and well-being of their supervisees;
- Increasing the number of CIT – certified officers to 35% of all patrol officers; or
- Creation of a “Mental Health Crisis Response Unit within CPD?

It is hard to fathom that Mr. Angelo maintains his reflexive, uninformed position when it is obviously belied by the facts. Does he really believe that a better trained, better prepared and more professional police force will not inure to the benefit of his members? I encourage all members of the Department to read the entire report and take their own measure of the findings and recommendations. The substantial numbers of current and retired officers who have reached out and thanked me and the other members of the PATF for taking on the hard truths and sacred cows, and putting together blueprint for change can't all be wrong.

Read the report, Mr. Angelo. And then be a part of the solution, not the status quo.

Sincerely,



Lori E. Lightfoot

cc: Police Accountability Task Force