

BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO

IN THE MATTER OF CHARGES FILED AGAINST )  
POLICE OFFICER MELISSA WILLIAMS, ) No. 07 PB 2658  
STAR No. 11002, DEPARTMENT OF POLICE, )  
CITY OF CHICAGO, )  
RESPONDENT ) (CR No. 303265)

FINDINGS

On September 20, 2007, the Superintendent of Police filed with the Police Board of the City of Chicago charges against Police Officer Melissa Williams, Star No. 11002 (hereinafter sometimes referred to as "Respondent"), recommending that the Respondent be discharged from the Chicago Police Department for violating the following Rules of Conduct:

Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department.

Rule 6: Disobedience of an order or directive, whether written or oral.

Rule 14: Making a false report, written or oral.

Rule 24: Failure to follow medical roll procedures.

The Police Board caused a hearing on these charges against Police Officer Melissa Williams to be had before Michael G. Berland, Hearing Officer of the Police Board, on May 14, June 11, and June 30, 2008.

Following the hearing, the members of the Police Board read and reviewed the record of proceedings and viewed the video-

recording of the testimony of the witnesses. Michael G. Berland, Hearing Officer, made an oral report to and conferred with the Police Board before it rendered a decision.

The Police Board of the City of Chicago, as a result of its hearing of the charges, finds and determines that:

1. The Respondent was at all times mentioned herein employed as a police officer by the Department of Police of the City of Chicago.
2. The charges were filed in writing and a Notice, stating the time, date, and place, when and where a hearing of the charges was to be held, together with a copy of the original charges, were served upon the Respondent more than five (5) days prior to the hearing on the charges.
3. The Respondent appeared throughout the hearing and was represented by legal counsel.
4. The Respondent, Police Officer Melissa Williams, Star No. 11002, charged herein, is **not guilty** of violating, to wit:

Rule 2: Any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department,

in that:

The Superintendent did not prove by a preponderance of the evidence that on or about January 15, 2005, Police Officer Melissa Williams failed to report the alleged injury she received as required by General Order 98-02-01, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

5. The Respondent, Police Officer Melissa Williams, Star No. 11002, charged herein, is **not guilty** of violating, to wit:

Rule 6: Disobedience of an order or directive, whether written or oral,

in that:

Count I: The Superintendent did not prove by a preponderance of the evidence that on or about January 15, 2005, Police Officer Melissa Williams failed to notify her supervisor that she sustained an alleged injury during her tour of duty as required by General Order 98-02-01.

Count II: The Superintendent did not prove by a preponderance of the evidence that on or about January 17, 2005, Police Officer Melissa Williams failed to go to an approved medical facility when she was allegedly injured during her tour of duty as required by General Order 98-02-01.

6. The Respondent, Police Officer Melissa Williams, Star No. 11002, charged herein, is **not guilty** of violating, to wit:

Rule 14: Making a false report, written or oral,

in that:

Count I: The Superintendent did not prove by a preponderance of the evidence that on or about January 17, 2005, Police Officer Melissa Williams signed a false Injury on Duty Report alleging she sustained an injury to her right ankle at or near 5700 South Prairie Avenue, Chicago, on January 15, 2005, during a Department assignment, thereby making a false report, written or oral.

Count II: The Superintendent did not prove by a preponderance of the evidence that on or about March 8, 2005, Police Officer Melissa Williams made a false statement during a formal investigation in that she stated she hurt her leg at 5700 South Prairie Avenue, Chicago, on January 15, 2005, when the vehicle moved and that her ankle did not start hurting until the next day, contradicting

what Officer Williams told Concentra Medical Center on January 18, 2005, in that her pain began immediately after the alleged accident, thereby making a false report, written or oral.

Count III: The Superintendent did not prove by a preponderance of the evidence that on or about March 8, 2005, Police Officer Melissa Williams made a false statement during a formal investigation in that she stated that she notified Sergeant Vernon Crawford on or about January 16, 2005, even though she did not inform Sergeant Crawford until on or about January 17, 2005, thereby making a false report, written or oral.

7. The Respondent, Police Officer Melissa Williams, Star No. 11002, charged herein, is **not guilty** of violating, to wit:

Rule 24: Failure to follow medical roll procedures,  
in that:


Count I: The Superintendent did not prove by a preponderance of the evidence that on or about January 15, 2005, Police Officer Melissa Williams failed to report the alleged injury she received during her tour of duty and/or failed to go to an approved medical facility, thereby failing to follow medical roll procedures.

Count II: The Superintendent did not prove by a preponderance of the evidence that on or about January 18, 2005, Police Officer Melissa Williams improperly used the Medical Roll/Injured on Duty status when she submitted a false Injury on Duty Report, thereby failing to follow medical roll procedures.

Count III: The Superintendent did not prove by a preponderance of the evidence that on or about January 19, 2005, Police Officer Melissa Williams improperly used the Medical Roll/Injured on Duty status when she submitted a false Injury on Duty Report, thereby failing to follow medical roll procedures.

By reason of the findings of fact set forth herein, cause exists for restoring the Respondent, Police Officer Melissa Williams, Star No. 11002, to her position as a police officer, and to the services of the City of Chicago, with all rights and benefits, effective September 22, 2007.

Respectfully submitted,

A handwritten signature in cursive script that reads "Michael G. Berland". The signature is written in dark ink and is positioned above a horizontal line.

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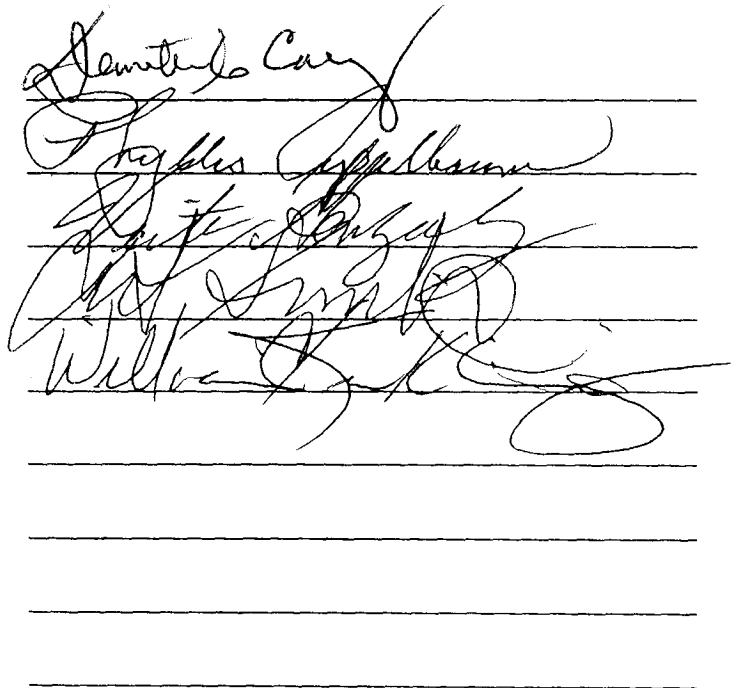
MICHAEL G. BERLAND  
Hearing Officer

DECISION

The Police Board of the City of Chicago, having read and reviewed the record of proceedings in this case, having viewed the video-recording of the testimony of the witnesses, having received the oral report of the Hearing Officer, Michael G. Berland, and having conferred with the Hearing Officer on the credibility of the witnesses and the evidence, hereby adopts all findings herein; and

**IT IS HEREBY ORDERED** that the Respondent, Police Officer Melissa Williams, Star No. 11002, as a result of having been found **not guilty** of the charges in Police Board Case No. 07 PB 2658, be and hereby is **restored** to her position as a police officer with the Department of Police, and to the services of the City of Chicago, with all rights and benefits, effective 22 September 2007.

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS  
25<sup>th</sup> DAY OF SEPTEMBER, 2008.

The block contains five handwritten signatures on lined paper. The signatures are written in dark ink and are somewhat stylized. The first signature appears to be 'Dante Cury'. The second signature is 'Thomas Appalban'. The third signature is 'John P. [unclear]'. The fourth signature is 'Walter [unclear]'. The fifth signature is 'Walter [unclear]'. There are four horizontal lines below the signatures.

Attested by:

The block contains a handwritten signature in dark ink that reads 'Max A. Caproni'. The signature is written on a horizontal line.

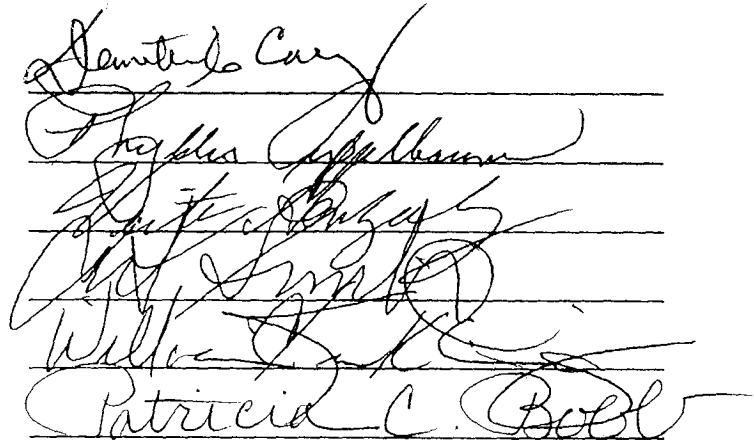
Executive Director  
Police Board

DECISION

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DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS 25<sup>th</sup> DAY OF SEPTEMBER, 2008.

  
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Attested by:



\_\_\_\_\_  
Executive Director  
Police Board

DISSENT

The following members of the Police Board hereby dissent from the decision of the majority of the Board.

The undersigned voted to find the Respondent guilty of all charges.

*Scott Davis*  
*Jeffrey L. Miller*

RECEIVED A COPY OF

THE FOREGOING COMMUNICATION

THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, 2008.

\_\_\_\_\_  
SUPERINTENDENT OF POLICE