

**BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO**

**IN THE MATTER OF CHARGES FILED AGAINST )  
POLICE OFFICER KAREN MICKOW, )  
STAR No. 18643, DEPARTMENT OF POLICE, )  
CITY OF CHICAGO, )**

**No. 09 PB 2707**

**RESPONDENT )**

**(CR No. 1007954)**

**FINDINGS AND DECISION**

On February 24, 2009, the Superintendent of Police filed with the Police Board of the City of Chicago charges against Police Officer Karen Mickow, Star No. 18643 (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 1:** Violation of any law or ordinance.

**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 7:** Insubordination or disrespect toward a supervisory member on or off duty.

The Police Board caused a hearing on these charges against Police Officer Karen Mickow to be had before Thomas E. Johnson, Hearing Officer of the Police Board, on January 25, 2010.

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. Hearing Officer Johnson made an oral report to and conferred with the Police Board before it rendered a decision.

**POLICE BOARD FINDINGS**

The Police Board of the City of Chicago, as a result of its hearing on 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 on 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. Throughout the hearing on the charges the Respondent appeared in person and was represented by legal counsel.

4. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

Rule 1: Violation of any law or ordinance,  
in that:

Count I: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent knowingly resisted and/or obstructed the performance of one known to her as a peace officer of any authorized act within the officer's official capacity, in that the Respondent attempted to defeat the arrest of her son, in violation of Chapter 720 of the Illinois Compiled Statutes, Section 5/31-1.

The testimony of Sergeants Maciejewski and Sebastian, as well as Police Officers Rivera and Coney, convincingly established that Officer Mickow refused orders at the front of her house to retrieve her son, tried to prevent the officers from entering her home to arrest her son, and interfered with the officers once they were inside the house as they tried to apprehend her son. Officer Mickow's testimony that she did not resist or obstruct the officers was uncorroborated and not credible. The Board finds, however, that there was insufficient evidence presented to prove that Officer Mickow purposely released a dog on Officers Coney and Rivera. Leslie Mickow testified that the dog bolted through the door on its own after the commotion in the backyard began. No witnesses testified that Officer Mickow released her dog on the police officers.

5. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

Rule 1: Violation of any law or ordinance,

in that:

Count II: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent knowingly resisted and/or obstructed the performance of one known to her as a peace officer of any authorized act within the officer's official capacity, and/or knowingly interfered with and/or prevented a peace officer from discharging his duty as such officer, in that the Respondent attempted to defeat the arrest of her son, in violation of the Municipal Code of the City of Chicago, Title 2, Chapter 84, Section 300.

See the reasons for the finding set forth in paragraph no. 4 above.

6. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

Rule 1: Violation of any law or ordinance,

in that:

Count III: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent knowingly resisted and/or obstructed the performance of one known to her as a peace officer of any authorized act within the officer's official capacity, in that the Respondent attempted to defeat the arrest of her son when she refused to open the door to her house and/or slammed the door on the arresting officers and/or blocked the doorway to her house and/or flailed her arms, in violation of Chapter 720 of the Illinois Compiled Statutes, Section 5/31-1.

See the reasons for the finding set forth in paragraph no. 4 above.

7. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

Rule 1: Violation of any law or ordinance,

in that:

Count IV: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent knowingly resisted and/or obstructed the performance of one known to her as a peace officer of any authorized act within the officer's official capacity, and/or knowingly interfered with and/or prevented a peace officer from discharging his duty as such officer, in that the Respondent attempted to defeat the arrest of her son when she refused to open the door to her house and/or slammed the door on the arresting officers and/or blocked the doorway to her house and/or flailed her arms, in violation of the Municipal Code of the City of Chicago, Title 2, Chapter 84, Section 300.

See the reasons for the finding set forth in paragraph no. 4 above.

8. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **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:

Count I: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent attempted to defeat the arrest of her son, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

See the reasons for the finding set forth in paragraph no. 4 above.

9. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **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:

Count II: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent attempted to defeat the arrest of her son when she refused to open the door to her house and/or slammed the door on the arresting officers and/or blocked the doorway to her house and/or flailed her arms, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

See the reasons for the finding set forth in paragraph no. 4 above.

10. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **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:

Count III: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, Sergeant John Maciejewski gave the Respondent an order and/or directive to open the door and/or get her son, and the Respondent replied "No" and/or ran into her house, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

See the reasons set forth in paragraph no. 4 above.

11. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **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:

Count IV: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, Sergeant John Maciejewski gave the Respondent an order and/or directive to move out of his way, and the Respondent refused and/or began flailing her arms, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

See the reasons set forth in paragraph no. 4 above.

12. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **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:

Count V: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent was insubordinate and/or disrespected a supervisor in that the Respondent refused Sergeant John Maciejewski's order and/or request to open the door to her house and/or slammed the door on Sergeant Maciejewski and/or blocked the doorway to her house, thereby impeding the Department's efforts to achieve its policy and goals and/or bringing discredit upon the Department.

See the reasons set forth in paragraph no. 4 above.

13. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

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

in that:

Count I: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, Sergeant John Maciejewski gave the Respondent an order and/or directive to open the door and/or get her son, and the Respondent replied "No" and/or ran into her house, thereby disobeying an order or directive, whether written or oral.

See the reasons for the finding set forth in paragraph no. 4 above.

14. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

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

in that:

Count II: On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, Sergeant John Maciejewski gave the Respondent an order and/or directive to move out of his way, and the Respondent refused and/or began flailing her arms, thereby disobeying an order or directive, whether written or oral.

See the reasons for the finding set forth in paragraph no. 4 above.

15. The Respondent, Police Officer Karen Mickow, Star No. 18643, charged herein, is **guilty** of violating, to wit:

Rule 7: Insubordination or disrespect toward a supervisory member on or off duty,

in that:

On or about July 29, 2007, in the vicinity of 5718 South Moody Avenue, Chicago, the Respondent was insubordinate and/or disrespected a supervisor, in that the Respondent refused Sergeant John Maciejewski's order and/or request to open the door to her house, and/or the Respondent slammed the door on Sergeant Maciejewski and/or blocked the doorway to her house.

See the reasons for the finding set forth in paragraph no. 4 above.

16. The Police Board has considered the facts and circumstances of the Respondent's conduct on July 29, 2007, and the evidence presented in defense and mitigation. The Board finds that the conduct of which the Board has found the Respondent guilty is not sufficiently serious to warrant a penalty of discharge, and finds that a suspension is the appropriate penalty in this case.

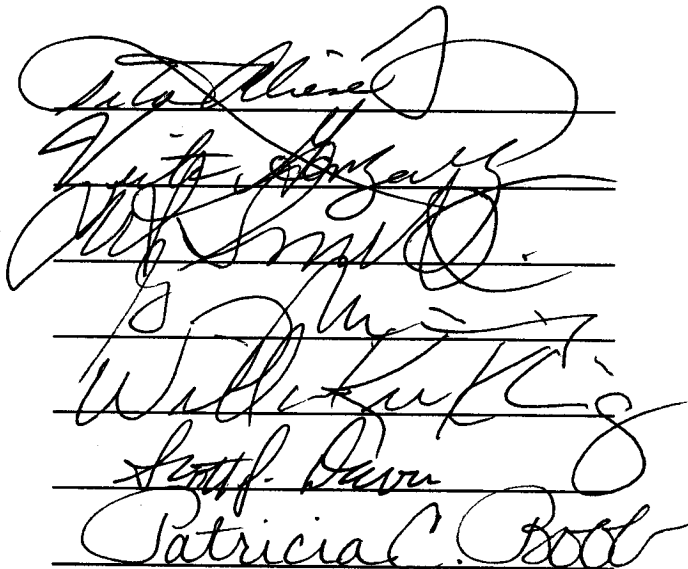
By reason of the findings of fact and guilt set forth herein, cause exists for the suspension of the Respondent, Police Officer Karen Mickow, Star No. 18643, from her position as a police officer with the Department of Police, and from the services of the City of Chicago, from March 12, 2009, to and including March 31, 2010.

### POLICE BOARD 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 viewed the video-recording of the hearing, having received the oral report of the Hearing Officer, Thomas E. Johnson, and having conferred with the Hearing Officer on the credibility of the witnesses and the evidence, hereby adopts all findings herein; and, in reaching its decision as to the penalty imposed, the Board has taken into account not only the facts of this case but also the Respondent's complimentary and disciplinary histories, copies of which are attached hereto as Exhibit A; and

**IT IS HEREBY ORDERED** that the Respondent, Police Officer Karen Mickow, Star No. 18643, as a result of having been found **guilty** of charges in Police Board Case No. 09 PB 2707, be and hereby is **suspended** from her position as a police officer with the Department of Police, and from the services of the City of Chicago, for a period from March 12, 2009, to and including March 31, 2010.

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS 18<sup>th</sup> DAY OF MARCH, 2010.

  
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Attested by:



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Executive Director  
Police Board



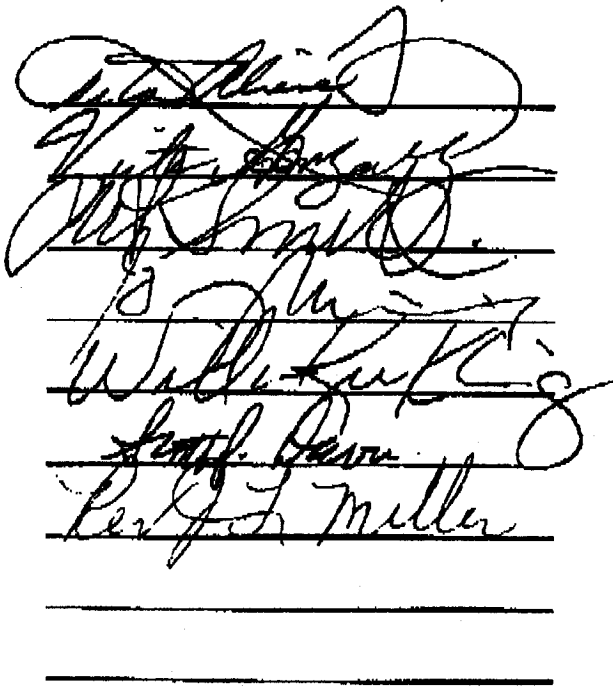
Police Board Case No. 09 PB 2707  
Police Officer Karen Mickow  
Page 8A

### POLICE BOARD 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 viewed the video-recording of the hearing, having received the oral report of the Hearing Officer, Thomas E. Johnson, and having conferred with the Hearing Officer on the credibility of the witnesses and the evidence, hereby adopts all findings herein; and, in reaching its decision as to the penalty imposed, the Board has taken into account not only the facts of this case but also the Respondent's complimentary and disciplinary histories, copies of which are attached hereto as Exhibit A; and

**IT IS HEREBY ORDERED** that the Respondent, Police Officer Karen Mickow, Star No. 18643, as a result of having been found guilty of charges in Police Board Case No. 09 PB 2707, be and hereby is suspended from her position as a police officer with the Department of Police, and from the services of the City of Chicago, for a period from March 12, 2009, to and including March 31, 2010

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS 18<sup>th</sup> DAY OF MARCH, 2010.

  
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Attested by:

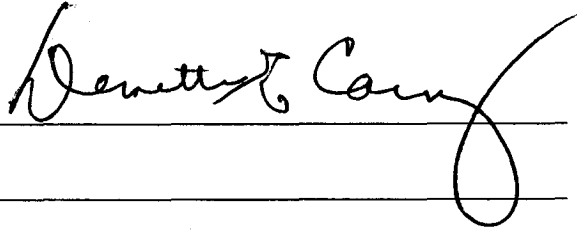


Executive Director  
Police Board

**DISSENT**

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

The undersigned voted to impose a penalty of discharge.

  
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RECEIVED A COPY OF

THE FOREGOING COMMUNICATION

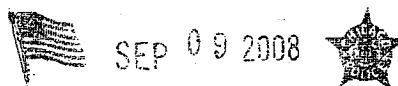
THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2010.

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

035 AUTHORIZATION FILE MAINTENANCE ERROR - CALL YOUR SUPERVISOR  
 SSN [REDACTED] EMP # 038574 NAME MICKOW KAREN A TITLE 9161  
 MONTH AND YEAR RECEIVED TOTAL

SPECIAL COMMENDATION	/	/	/	/	0
PARTNERSHIP AWARD	/	/	/	/	0
SPECIAL SERVICE AWARD	/	/	/	/	0
PROBLEM SOLVING AWARD	/	/	/	/	0
BLUE SHIELD AWARD	/	/	/	/	0
JOINT OPERATIONS AWARD	/	/	/	/	0
DEPT COMMENDATION 000	AWARDS	NUMBER	1	2	3
4	5	6	7	8	9
					10
HONORABLE MENTION 00009 COMPLIMENTARY LETTERS 003					
OTHER AWARDS					

# PERSONNEL SERVICES



SEP 09 2008

CHICAGO POLICE DEPARTMENT



CL# 1007954

Attachment# 29

Page 1 of 1

INTERNAL AFFAIRS DIVISION  
RECORDS SECTION

10 SEPTEMBER 2008

TO: COMMANDER OFFICER UNIT 121

FROM: RECORDS SECTION  
INTERNAL AFFAIRS DIVISION

SUBJECT: PREVIOUS SUSTAINED DISCIPLINARY HISTORY OF:

MICKOW	KAREN	18643	010
NAME	(LAST, FIRST)	STAR	UNIT
FEMALE		38574	
SEX	RACE	EMPLOYEE#	

REFERENCE: COMPLAINT REGISTER/ LOG NUMBER 1007954

THE PREVIOUS SUSTAINED DISCIPLINARY HISTORY OF THE SUBJECT  
ACCUSED HAS BEEN REQUESTED IN YOUR NAME BY:

SGT.	MORRE	2299	57049	121
RANK	NAME	STAR	EMPLOYEE#	UNIT

RELATIVE TO A SUSTAINED FINDING IN THE INVESTIGATION OF THE  
ABOVE REFERENCE COMPLAINT LOG NUMBER.

THE RECORDS SECTION, INTERNAL AFFAIRS DIVISION, DISCLOSED THE  
FOLLOWING DISCIPLINARY ACTION ADMINISTERED TO THE SUBJECT  
ACCUSED FOR THE PAST FIVE(5) YEARS.

VERIFIED/PREPARED BY:

NONE ☐

SEE ATTACHED ☒

DEANNA C. MAGSBY  
FOR: COMMANDING OFFICER  
RECORDS SECTION  
INTERNAL AFFAIRS DIVISION

CL# 1007954

Attachment# 30

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# Chicago Police Department

Internal Affairs Division



## SPAR HISTORY REPORT (Sustained Findings)

Employee#	Name	Star#	Unit	Position	Sex	Race	Birth Date	Date of Appointment
38574	NICHOLSON, KAREN A		010/376	POLICE OFFICER	F	WHITE	03-DEC-1955	05-JUN-1995

History : Total No. SPAR's: 1

Log #	Incident Date	Completed Date	Disciplinary Action	Transgression Type	Suspension Dates
508752	02-NOV-2006	04-MAY-2007	REPRIMAND	025 - PREVENTABLE ACCIDENT	

For Official Police Purposes Only! This information is confidential and should not be disseminated for reasons other than its intended purpose.  
 CLEAR, Personnel Suite: Automated SPAR Application Print Date and Time: 10-SEP-2008 08:52:07 Printed By : PC01848

1 of 1

CL# 2007959  
 Attachment# 30  
 Page 2 of 2