

**COOK COUNTY SHERIFF'S MERIT BOARD**

Sheriff of Cook County )  
 )  
vs. )  
 ) **Docket No. 2145**  
Kevin Cooper )  
Sheriff's Police Officer )  
Star # 760 )

**DECISION**

This matter coming on to be heard pursuant to notice before Kim R. Widup, Board Member, on May 8 and 10, 2019, the Cook County Sheriff's Merit Board finds as follows:

**Jurisdiction**

Kevin Cook, hereinafter Respondent, was appointed a Correctional officer on November 30, 2010, for the Cook County Department of Corrections (CCDOC), and then was promoted on January 1, 2015, as a Police Officer, for the Cook County Sheriff's Police (CCSP). Respondent's position as a Police Officer involves duties and responsibilities to the public; each member of the Cook County Sheriff's Merit Board, hereinafter Board, has been duly appointed to serve as a member of the Board pursuant to confirmation by the Cook County Board of Commissioners, State of Illinois, to sit for a stated term; the Board has jurisdiction of the subject matter of the parties in accordance with 55 ILCS 5/3-7001, *et seq*; and the Respondent was served with a copy of the Complaint and notice of hearing and appeared before the Board with counsel to contest the charges contained in the Complaint.

As a threshold matter, a proceeding before the Merit Board is initiated at the time the Sheriff files a written charge with the Merit Board, 55 ILCS 5/3-7012. A document is considered filed, in this case with the Merit Board, "when it is deposited with and passes into the exclusive control and custody of the [Merit Board administrative staff], who understandingly receives the same in order that it may become a part of the permanent records of his office." *See Dooley v. James A. Dooley Associates Employees Retirement Plan*, 100 Ill.App.3d 389, 395 (1981) (quoting *Gietl v. Commissioners of Drainage District No. One*, 384 Ill. 499, 501-502 (1943) and citing *Hamilton v. Beardslee*, 51 Ill. 478 (1869)); accord *People ex rel. Pignatelli v. Ward*, 404 Ill. 240, 245 (1949); *in re Annex Certain Terr. To the Village of Lemont*, 2017 IL App (1<sup>st</sup>) 170941, ¶ 18; *Illinois State Toll Highway Authority v. Marathon Oil Co.*, Ill. App. 3d 836 (1990) ("A 'filing' implies delivery of a document to the appropriate party with the intent of having such document kept on file by that party in the appropriate place." (quoting *Sherman v. Board of Fire & Police Commissioners*, 111 Ill. App. 3d 1001, 1007 (1982)); *Hawkyard v. Suttle*, 188 Ill. App. 168, 171 (1914 ("A paper is considered filed when it is delivered to the clerk for that purpose").

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The original Complaint in this matter was filed with the Merit Board's administrative staff on July 17, 2019. Regardless of whether or not Merit Board Members were properly appointed during a given term, the Merit Board, as a quasi-judicial body and statutorily created legal entity, maintained at all times a clerical staff not unlike the Clerk of the Circuit Court (Administrative Staff). These Administrative Staff members receive and date stamp complaints, open a case file, assign a case number, and perform all of the functions typically handled by the circuit clerk's office. Just as a timely filed complaint would be accepted by the circuit clerk even if there were no properly appointed judges sitting on that particular day, so too was the instant Complaint with the Administrative Staff of the Merit Board. Accordingly, the Complaint filed on January 17, 2019, commenced the instant action, was properly filed, and will be accepted as the controlling document for calculating time in this case.

**Background**

The Sheriff filed a complaint on July 17, 2019, against the Respondent requesting termination of the Respondent's employment from the Cook County Sheriff's Office (CCSO).

The complaint alleged, in summary, that the Respondent from June through October of 2016, corresponded with a confidential informant (CI) soliciting prostitution services and drugs for himself. Jay's Bar & Grill (JBG) located at 2101 N. Mannheim, Melrose Park, IL, is known for drug activity and frequented by prostitutes. JBG is not located in unincorporated Cook County and therefore is not part of CCSP Rolling Meadows Patrol District. On February 2 and February 11, 2017, the Respondent was observed on surveillance conducted by the CCSO entering JBG in his full duty uniform. The CCSPD Vice Unit confirmed a CI alleged that the Respondent solicited the CI for sex with money and drugs. On February 8, 2017, the Respondent was observed by a CI purchasing drugs at JBG from a narcotics dealer. On this date the Respondent paid a CI paid a \$400 for narcotics at JBG. CCSO surveillance revealed that the Respondent exited his CCSO police vehicle in uniform and entered JBG on both February 2 and February 11, 2017. On February 2, 2017, the Respondent did not notify CCSPD 911 Communication Center that he was out of his police vehicle at JBG conducting a premise check or for any other reason. On February 2, 2017, the Respondent failed to note the premise check he conducted of JBG in his Daily Activity Summary. On February 11, 2017, the Respondent did not notify CCSPD 911 Communication Center that he was out of his police vehicle at JBG conducting a premise check, and the Respondent failed to note the premise check he conducted of JBG in his Daily Activity Summary Report.

The complaint further alleged on June 19, 2018, the Respondent provided a statement to investigators from the Office of Professional Review (OPR), CCSO. The Respondent was untruthful in his statements to OPR on June 19, 2018, in that the Respondent falsely stated to OPR that on February 2, 2017, he notified communications that he was out of his Police vehicle and entering JBG. On June 19, 2018, the Respondent falsely stated to OPR that he did not know that JBG was known location for drug activity and prostitution. The Respondent further falsely stated to OPR that on February 11-12, 2017, he notified CCSO

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communications that he was out of his police vehicle and entering JBG. On June 19, 2018, the Respondent falsely stated to OPR that he was not aware that [REDACTED] was a drug user, and the Respondent falsely stated to OPR that he never gave money to [REDACTED] for sex or drugs.

On June 14, 2019, the Petitioner (Sheriff) prepared and submitted to the Board their findings of fact as *Petitioner's Proposed Findings of Fact*. On June 14, 2019, the Respondent, prepared and submitted their findings of fact to the Board as *Proposed Findings for Officer Kevin Cooper*.

On May 8 and 10, 2019, trial was conducted on this matter.

The Sheriff introduced into evidence copies of CCSP Policy Manual for Patrol Functions, policy 400 (Exhibit 1); CCSP Supplemental Manual 406, Patrol Area Beat Plans (Exhibit 2); CCSP Policy 801, Communications Center (Exhibit 3); CCSP Policy 321, Conduct (Exhibit 4); Complaint Register, dated February 15, 2017 (Exhibit 5); Memorandum of Investigation, prepared by Director [REDACTED], CCSP, dated February 21, 2017 (Exhibit 6); Four reports authored by Investigator [REDACTED], CCSP, dated February 3, 9, 10, and 14, 2017 (group Exhibit 7); CCSP Brady Material Disclosure Policy, 607, dated December 30, 2016 (Exhibit 8); CCSP Brady Material Disclosure Policy, 607, dated May 24, 2016 (Exhibit 9); Article X of the Sheriff's Merit Board Rules and Regulations (Exhibit 10); CCSP Dispatch Summary Report (Exhibit 11); Witness/Complaint Statement of [REDACTED], taken by Inspector [REDACTED], CCSP, dated January 25, 2017 (Exhibit 12); Group of emails exchanged between Investigator [REDACTED], CCSO, OPR, and Director [REDACTED] at the CCSP 911 Call Center (Exhibit 13); Respondent's rights form, Notification of Allegations, Brady Advisement and Right to/or of Waiver of Counsel, all dated June 18, 2018, with OPR (Exhibit 14); Copies of instant messages and texts between the Respondent and [REDACTED] (Exhibit 15); Audio recording of Respondent's interview with OPR, dated June 19, 2018 (Exhibit 16); video surveillance recordings of the Respondent dated February 2 and 11, 2017 (Exhibit 17); Map of 2101 North Mannheim Rd (location of JBG), Melrose Park, IL (Exhibit 18); Witness/complaint statement of [REDACTED] taken by Inv [REDACTED], OPR, CCSO (Exhibit 19); I CLEAR Printout for arrests at the location of 2101 North Mannheim RD, Melrose Park, IL (Exhibit 20); CCSO memorandum drafted by Inv [REDACTED] to Director [REDACTED] (Exhibit 21); Daily Activity Report for the Respondent with CAD Printouts dated February 11, 2017 (Exhibit 22); Daily Activity Report for the Respondent with CAD Printouts dated February 3, 2017 (Exhibit 23); and Daily Activity Report for the Respondent with CAD Printouts dated February 2, 2017 (Exhibit 24).

**Findings of Fact**

The Sheriff filed a complaint on January 17, 2019, requesting termination.

[REDACTED], Director and formerly Inspector (Inspector [REDACTED]), OPR, CCSO, testified he was responsible for the investigation of the Respondent in approximately 2016 (R23). Inspector [REDACTED]'s duties included the conducting of investigations of any CCSO employees who were alleged to have committed a criminal offense (R23). He was assigned the matter

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involving the Respondent by his Director at the time, [REDACTED] (Director [REDACTED]), OPR, CCSO, as she informed Inspector [REDACTED] that she had received a call from the CCSO Vice Unit stating that they had made an arrest of a female who mentioned the Respondent (R24).

Inspector [REDACTED] testified the case stemmed from an arrest of [REDACTED] who was a CCSP Confidential Informant (CI [REDACTED]). Inspector [REDACTED] said he worked with a CCSP Officer [REDACTED] (Officer [REDACTED]) and he met with CI [REDACTED]. (R24-25). Inspector [REDACTED] said he learned CI [REDACTED] was an entertainer/stripper at a bar called Jays Bar and Grill (JBG), Melrose Park, IL (R25).

Inspector [REDACTED] testified that CI [REDACTED] claimed the bar allowed her to make whatever money on the side she could by performing various sexual acts with clientele there (R26). He testified that CI [REDACTED] told him that she engaged in prostitution at that location. He testified that CI [REDACTED] claimed she was allowed to partake in drug use and that individuals would buy and sell narcotics at JBG (R26). Inspector [REDACTED] testified CI [REDACTED] would work with the bar staff and bouncers to deliver drugs back and forth to patrons for cash (R26). Inspector [REDACTED] testified that CI [REDACTED] informed him that she knew the Respondent from several interactions she had with him at JBG as well as other establishments and they had an agreement between them. CI [REDACTED] told Inspector [REDACTED] that she and the Respondent had an agreement regarding sexual acts, a specific price of \$280 per occasion and subsequently met up at least eight times (R27). Inspector [REDACTED] testified that CI [REDACTED] informed him that she would provide sex to the Respondent for money. Inspector [REDACTED] testified that CI [REDACTED] informed him that the sexual encounters for money between the Respondent and CI [REDACTED] would take place at her home address on [REDACTED] in [REDACTED], IL (R27). CI [REDACTED] informed Inspector [REDACTED] that the Respondent would always pay CI [REDACTED] cash except on one occasion he paid her for sex with cocaine (R28). CI [REDACTED] told Inspector [REDACTED] that she witnessed the Respondent use cocaine and made comments that he wanted to retire from the CCSP so he could continue to use cocaine leisurely (R28). Inspector [REDACTED] testified that CI [REDACTED] told him that she witnessed the Respondent at JBG both on duty and off duty (R28).

Inspector [REDACTED] testified CI [REDACTED] informed him that she went out with the Respondent a few times for dinner and that she did not believe that he was ever on official business when he came into the bar (R29). CI [REDACTED] described an argument between the Respondent and a gentleman by the name of [REDACTED] who is believed to be a "pimp" where there were heated words exchanged between the two (R30). CI [REDACTED] informed Inspector [REDACTED] that the Respondent also dated another waitress at JBG named [REDACTED] ([REDACTED]) (R33). CI [REDACTED] said [REDACTED] was also a prostitute (R. 33). Inspector [REDACTED] testified that CI [REDACTED] stated [REDACTED] was compensated with drugs for the sexual interactions by the Respondent (R33). CI [REDACTED] informed Inspector [REDACTED] that the Respondent would get the drugs from either buying them from the bouncers or he would get them by taking them off certain individuals during his various stops as a police officer (R34).

Inspector [REDACTED] testified he prepared an investigative report regarding this case (Exhibit 12). He testified that in order to verify CI [REDACTED]'s statements, Inspector [REDACTED] and a team of other OPR investigators conducted visual and video surveillance during the hours that the

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Respondent was working his shift (R34). Inspector [REDACTED] testified that the Respondent was captured multiple times on multiple occasions going in and out of JBG (R35). Inspector [REDACTED] testified the Respondent was on duty at the time (R35). Inspector [REDACTED] monitored the radio for activity regarding the Respondent and witnessed the Respondent checking in at various locations (R36-37). Inspector [REDACTED] testified on February 8, 2017, surveillance was conducted at JBG by his investigators and the Respondent was observed at the location (R37). The Respondent did not check in on the radio stating that he was doing a premises check at JBG (R37). Inspector [REDACTED] testified on February 11, 2017, they again conducted surveillance at the same location in the same area and the Respondent was again observed at the location of JBG. Once again, the Respondent did not report over the CCSP communications that he was at JBG to conduct a premises check (R38). Inspector [REDACTED] testified the surveillance team, observed while they were conducting the surveillance, the Respondent park his car in the JBG parking lot, a female came out of the JBG, the Respondent exited his county car, and began speaking with her (R39).

Inspector [REDACTED] testified he did not provide any promises to CI [REDACTED] regarding her cooperation (R46). He testified that he conducted the surveillance to verify CI [REDACTED] statements which were corroborated by the surveillance (R51) by his team. Inspector [REDACTED] testified their observations and surveillance did show the Respondent engaging in premise checks at JBG (R53). Inspector [REDACTED] testified the Respondent never radioed or reported any of his alleged premises checks over the radio to the CCSP communications (R54). Inspector [REDACTED] testified during his investigation he obtained witness testimony statements from CI [REDACTED] and then he verified and corroborated her statements through the CCSP surveillance which confirmed the Respondent did go to the location that CI [REDACTED] said the Respondent frequented (R57). Inspector [REDACTED] testified CI [REDACTED] provided the investigators with access to her cell phone and there were text messages between herself and the Respondent which were confirmed and verified (Exhibit 15) by CI [REDACTED] (R58). Inspector [REDACTED] testified the text messages were true and accurate depictions of what he confirmed in his report (R58).

[REDACTED], Investigator (Inv [REDACTED]), OPR, CCSO, testified he was assigned to investigate the Respondent by his supervisor (R70-71). Inv [REDACTED] testified the complaint register (Exhibit 5) against the Respondent that he reviewed alleged the Respondent was using narcotics - which is against Department policy. Inv [REDACTED] testified he reviewed OPR's multiple surveillance videos (Exhibit 17) depicting the Respondent, while on duty, visiting a bar known for drug activity and prostitution (R71). Inv [REDACTED] testified that he reviewed a CCSO memorandum (Exhibit 6) from his supervisor, Director [REDACTED], describing the investigation of the Respondent and allegations that he was entering JBG, buying narcotics and having a relationship with a prostitute that worked there (R72). Inv [REDACTED] testified he further reviewed a memorandum from Inv [REDACTED], CCSO, to Director [REDACTED] (Exhibit 21), which described that the Respondent, while off duty, was buying drugs at the JBG (R73). Inv [REDACTED] testified that he reviewed a CCSO surveillance video of the Respondent (Exhibit 17), in addition to communication logs, in which the Respondent did not call in to the CCSO dispatch, that he was conducting a site check when he was entering JBG (R74). Inv [REDACTED] testified that officers are required to contact dispatch before entering a location is for safety purposes, especially when they are working by themselves (R74). Inv [REDACTED] said he checked the map to determine whether Cook County Police had jurisdiction over the bar in question and he determined that the

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bar was located in incorporated Melrose Park and therefore was not part of the CCSP patrol jurisdiction (R75).

Inv [REDACTED] testified that he received and reviewed emails from [REDACTED], Director (Director [REDACTED], CCSO, 911 Center, who informed him via email (Exhibit 13) that the address of 2101 N. Mannheim, is within the jurisdiction of the Melrose Park Police Department and not the CCSP (R75). Inv [REDACTED] testified that he also reviewed a map of 2101 N. Mannheim (the address of JBG) and confirmed the address (Exhibit 18) is not within the patrol jurisdiction of CCSP but is in the jurisdiction of the Melrose Park Police Department (R77).

Inv [REDACTED] testified that as part of the investigation into the Respondent he received copies of text messages of CI [REDACTED] (Exhibit 15) that he obtained from Director [REDACTED] (R78). Inv [REDACTED] testified he interviewed the Respondent and showed him the text messages from CI [REDACTED]. The Respondent acknowledged that the text messages (Exhibit 15) were his and he did not deny that these were texts between CI [REDACTED] and the Respondent (R79). Inv [REDACTED] testified his investigation disclosed there was a romantic relationship between CI [REDACTED] and the Respondent (R79-80). Inv [REDACTED] testified that through his investigation and his review of the text messages, that CI [REDACTED] was paid money for her sexual relationship with the Respondent (R80). Inv [REDACTED] testified the text messages between the Respondent and CI [REDACTED] indicate that CI [REDACTED] was a prostitute (R80). Inv [REDACTED] testified the text messages on bate stamped page 81 stated the Respondent was going to offer cash to CI [REDACTED] for sexual favors (R81). Inv [REDACTED] testified CI [REDACTED] stated in the text messages that there was another prostitute at the club that was willing to do "business" with the Respondent. This additional prostitute conveyed through CI [REDACTED] that she was wanting to get paid \$300 for the two of them and the Respondent to have sex. The Respondent stated "ok, send pics" (R81-82).

Inv [REDACTED] testified in continuing to read the text messages (Exhibit 15) that CI [REDACTED] and the Respondent had additional dialogue setting up the time and place for them to meet (R82). The Respondent sent additional texts to CI [REDACTED] asking for pictures of the other girl to see if he was interested or not (R83). The text messages between the Respondent and CI [REDACTED] confirmed the threesome would happen if the Respondent is willing to pay \$300 (R83). Inv [REDACTED] testified the text messages (Exhibit 15) between the Respondent and CI [REDACTED] talk about drugs being stolen from CI [REDACTED]. Inv [REDACTED] concluded CI [REDACTED] was a narcotics dealer (R84).

Inv [REDACTED] testified the text messages (Exhibit 15) demonstrate that the Respondent is requesting that CI [REDACTED] to put on a video show for him (R84) and during this discussion the Respondent states to CI [REDACTED] that he is at work at the time for the CCSP and wants to see these videos of a sexual nature while he is at work (R85). Inv [REDACTED] testified this is against Department policy and should not be occurring while the Respondent is on duty for the CCSP (R85). Inv [REDACTED] said his reading of the text messages (Exhibit 15) indicate the Respondent knows that CI [REDACTED] is a narcotics user (R86). Inv [REDACTED] testified that additional text messages between the Respondent and CI [REDACTED] confirm that he knows she is a prostitute and that she "has no other choice than fucking to eat." Inv [REDACTED] interpreted this to mean this was

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what CI [REDACTED] did in order to make money (R88). Inv [REDACTED] testified this text message exchange confirmed the Respondent knew CI [REDACTED] was a prostitute (R88).

Inv [REDACTED] testified that upon his review of the records of the CCSP for all calls and arrests at JBG (Exhibit 21), the daily summary reports of the Respondent (Exhibit 23) and the CAD reports of the CCSP, there is no indication that the Respondent ever made any premise checks or called in his location as being at JBG while he was on duty (R89-90). Inv [REDACTED] testified there were no notations in the records of the Respondent that he conducted a premise check at JBG on February 3 or 11, 2017, or any other time (R90-91).

Inv [REDACTED] testified that when OPR conducted a surveillance of the Respondent at JBG, the video showed the Respondent went to JBG in uniform and in his county vehicle and met with the CI [REDACTED] (R91-93). Inv [REDACTED] testified there was no official reason for the Respondent to conduct a premise check on a location that's outside his jurisdiction unless there was a call to back up the local police department (R93) – which there was not. The Respondent was in uniform when he was observed on surveillance at JBG (R93). Inv [REDACTED] testified the Respondent admitted it was him in the videos when he was shown the video during his statement at OPR (R94). Inv [REDACTED] testified that proper CCSP procedure would have been to talk with the owner of the establishment, check in with the CCSP dispatch to let them know you are going to a location, and then confirm your checkout when you are done checking out the premises to see if there is any issues (R94-95). Inv [REDACTED] said both videos show the Respondent did follow proper procedure on either occasion when he was surveilled by OPR (R95-96).

Inv [REDACTED] testified that he reviewed numerous Sheriff policies, including 400, 406, 801, 321, the Brady material disclosure policies, Merit Board Rules and Regulations, Article X, and relied on those in making his decision of sustained on several violations (R109-110). Inv [REDACTED] testified the interactions with a prostitute by the Respondent were unprofessional and in violation of several policies. Additionally, the Respondent entering a bar out of jurisdiction in full uniform violated numerous Sheriff policies (R110-111). Inv [REDACTED] testified the Respondent violated numerous policies by engaging with the prostitute, the text messages that clearly indicate he knew she was a prostitute and the exchange of money for sex (R111).

Inv [REDACTED] testified the Respondent was not being honest when he stated that he was unaware that CI [REDACTED] was a drug user (R120). The Respondent was untruthful when he stated he never gave CI [REDACTED] money for sex as the text messages clearly indicate that he did (R122). Inv [REDACTED] testified the Respondent acknowledged that all these texts (Exhibit 15) were his (R139).

The Sheriff rested and the Respondent began their case by calling the Respondent.

The Respondent testified he was a patrol officer since 2010 with the CCSP. He testified that knew and dated CI [REDACTED] and had a sexual relationship with her for several month (R149). He testified that he also began seeing [REDACTED], dated her and had a sexual relationship with her as well (R150). The Respondent testified he was aware that CI [REDACTED] was a narcotics user as she told him this (R152). He testified that she told him that she uses heroin at her kitchen table

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(R152). The Respondent testified that he continued his relationship with CI [REDACTED] after learning this information (R153). The Respondent testified that he had text communications with CI [REDACTED] regarding two bags of dope being stolen (R158). The Respondent was asked by his counsel, "*can you tell us why you did not end the relationship immediately after discovering that she was not quitting (the use of illegal narcotics) or at least at that moment she relapsed. I guess. If you will*" (R158-159). The Respondent testified, "*I understand it's - it's against policy. I understand that*" (159). The Respondent admits that he did not end the relationship after learning of this (R159), stating "*the fact that she was slipping was not enough for me to just callously and abruptly end the relationship, oh you use drugs, it's over*" (159). The Respondent testified he did not put JBG on any of his premises check sheets (R161). The Respondent testified that he never paid CI [REDACTED] for sex nor anyone else. He did give CI [REDACTED] money at different times to pay bills, buy food, fix her car and for other reason (R163).

The Respondent testified that it is not normal procedure for him to call dispatch every time he is doing a premises check (R174-175). The Respondent said that there are times when he forgets to list every premise check that he does on his daily activity summary report (R176).

The Respondent testified that he did text CI [REDACTED] while he was on duty (R177). The Respondent identified himself as being in the CCSO surveillance video and admitted to giving a hug to CI [REDACTED] that is shown on the video (R177-178). The Respondent testified that his text talking about CI [REDACTED] working outside the club to make extra money was not about prostitution (R179). The Respondent testified that his texts with CI [REDACTED] were about adult fantasies and not about prostitution (R181). The Respondent testified that he did text CI [REDACTED] again confirming that he wants to see pics topless of both of CI [REDACTED] and the second woman. to be sure that "*there is not something shady*" (R182). The Respondent testified that he sent texts saying that if she sends the pics that he is in, but he definitely wants either nude or with "*face pictures*" as he has to know (R182). The Respondent testified that within about a month of dating CI [REDACTED] he learns that she had two bags of dope stolen and did not break up with her (R183-184). The Respondent said that he was married the entire time he was maintain his relationship with CI [REDACTED] (R184). The Respondent stated he continued the relationship with CI [REDACTED] after knowing she was a narcotics user (R184). The Respondent testified that he knows CI [REDACTED] continues to use narcotics, but he still continues to date her (R185). The Respondent testified that he asked CI [REDACTED] to send a video of her to him while he was at work (R186). The Respondent testified to the text exchange (Exhibit 15) with CI [REDACTED] in which he writes, "*Don't you have a new boyfriend?*" CI [REDACTED] responds in a text, "*yes, but he knows I gotta eat and we r honest with each other abt shit.*" The Respondent testified that he responded in a text (Exhibit 15), which stated, "*LOL, um ok, but u don't have any choice other than fucking to eat*" (R189). The Respondent was asked, "*In statements to OPR and here today you're denying that you had knowledge she was a prostitute*" (R189)? The Respondent testified, "*Yes, I am*" (R189).

**Conclusion**

The Board finds by a preponderance of the evidence through the testimony of the witnesses; the audio tape recordings of the Respondent's interview with OPR on June 19, 2018



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(Exhibit 16), the OPR surveillance video of the Respondent at JBG (Exhibit 17), the copies of text messages between the Respondent and CI [REDACTED] (Exhibit 15); the Daily Activity logs and Cad Reports of the Respondent (Exhibits 22-24); and the supporting evidence that the Respondent was less than credible in his testimony, provided false information to OPR, maintained an ongoing relationship with an individual involved in criminal activity, illegally paid for sex with a prostitute and otherwise acted in a manner that was not consistent with the rules and regulations of the CCSO to include the Respondent's failure to conduct himself in an appropriate manner both on and off duty.

The Board further finds that Respondent Kevin Cooper, did violate Cook County Sheriff's Police (CCSP) Policy Manual 321, Section 321.2 Policy, Section 321.4 Conduct Policy, Section 321.5 Conduct which may result in discipline, Section 321.5.5 Performance, r, ab, ac1-2, ad, am, ap, and aq; CCSP Policy Manual 400, Patrol Function, Section 400.1.1 Function; CCSP Supplemental Policy 406, Patrol Area Beat Plans, Section 406.2 Policy; CCSP Policy Manual 1029, Employee Speech, Expression and Social Networking, Section 1029.3.2 Prohibited Speech, Expression and Conduct, b1-3 and e; CCSP Policy Manual 607 Brady Disclosure Material (5/24/16), Section 607.2 Policy, and Section 607.4 Investigating Brady Issues; CCSP Policy Manual 607 Brady Disclosure Material (12/30/16), Section 607.2 Policy, and Section 607.4 Investigating Brady Issues and Section 607.6 Investigating Brady Issues; and Article X, Paragraph B3, of the Rules of the Cook County Sheriff's Merit Board.

**Order**

Wherefore, based on the foregoing, it is hereby ordered that Respondent Kevin Cooper, CCSP, Star number 760, be separated from the Cook County Sheriff's Office effective January 17, 2019.

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James P. Nally, Chairman



Kim R. Widup, Board Member



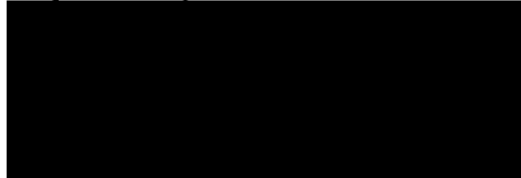
Byron Brazier, Vice Chairman



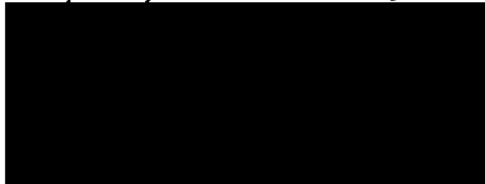
Juan L. Baltierres, Board Member



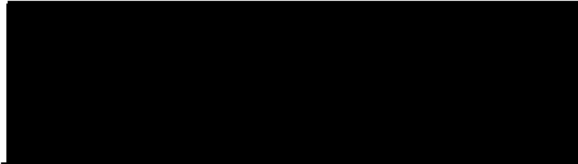
John J. Dalicandro, Secretary



Kimberly Pate Godden, Board Member



Vincent T. Winters, Board Member



Monica M. Torres-Linares, Board Member

Date Sept 20, 2019