

COOK COUNTY SHERIFF'S MERIT BOARD

Sheriff of Cook County)
)
vs.)
)
Michael Doyle)
Police Officer)

Docket No. 2102

Decision

This matter coming on to be heard pursuant to the Order of Remand for additional findings of facts supporting the decision of the Cook County Sheriff's Merit Board to grant the termination of Respondent Police Officer Michael Doyle. The following additional findings are made by the Cook County Sheriff's Merit Board:

The Cook County Sheriff's Merit Board issued its original decision on this matter on October 25, 2018 granting the termination of the Respondent Michael Doyle, Police Officer, and setting forth in detail the rules, regulations and violations that were charged in the complaint, as well as a detailed exposition of the evidence through witness testimony and documents admitted into evidence.

In the remand order the court asked for the specific rules and orders that were violated. That by his actions, Michael Doyle violated the Rules and Regulations and General Orders of the Cook County Sheriff's Office and the Cook County Sheriff's Police Department, specifically:

COOK COUNTY SHERIFF'S POLICE DEPARTMENT LAW ENFORCEMENT SERVICES MANUAL

POLICY 321 (effective date: 06/01/2017) CONDUCT, in its entirety, including but not limited to, the following subparts:

POLICY

Members of the Sheriff's Office shall conduct themselves in a professional and ethical manner, both on- and off-duty. The standards contained in this policy are not intended to be an exhaustive list of requirements and prohibitions, but they do identify many of the important matters concerning member conduct. Every member is also subject to the provisions contained throughout this policy and applicable written directives, as well as any additional guidance on conduct that may be disseminated by the CCSO or the member's supervisors.

COMPLIANCE WITH ALL LAWS, ORDINANCES AND REGULATIONS Members shall respect and protect the civil and legal rights of all individuals; uphold the constitutions of the United States and the State of Illinois; obey all applicable federal, state, and local laws; comply with court decisions and orders of courts having jurisdiction; and comply with lawful rules, written or verbal orders, SEAM articles, policies and procedures issued by the CCSO or any supervisor.

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CONDUCT POLICY

The continued employment or retention of every Sheriff's Office member shall be based on conduct that reasonably conforms to the guidelines set forth herein.

Failure of any member to meet the guidelines set forth in this policy, whether on- or off-duty, may be cause for disciplinary action, up to and including termination.

A member's off-duty conduct shall be governed by this policy to the extent that it is related to any act that may affect or arise from the member's ability to perform official duties, or to the extent that it may be indicative of unfitness for his/her position.

CONDUCT WHICH MAY RESULT IN DISCIPLINE

The following list of causes for disciplinary action constitutes a portion of the CCSO disciplinary standards. This list is not intended to cover every possible type of misconduct and does not preclude the recommendation of disciplinary action for specific action or inaction that is detrimental to efficient service. Conduct which may result in discipline includes but is not limited to the following:

321.52 CONDUCT

(t) Failure to report activities on his/her own part or the part of any other member where such activities may result in criminal prosecution or discipline under this policy.

(k) Discourteous, disrespectful, or discriminatory treatment of any member of the public or any member of the CCSO.

(l) Inappropriate language or any gesture directed at any person that is abusive, harassing or insolent.

321.55 PERFORMANCE

(aq) Any other on- or off-duty conduct which a member knows or reasonably should know is unbecoming a member of the CCSO; which is contrary to good order, efficiency or morale; or which tends to reflect unfavorably upon the CCSO or its members.

Furthermore, the RESPONDENT's actions violated the Rules and Regulations of the Cook County Sheriff's Merit Board, specifically:

COOK COUNTY SHERIFF'S DEPARTMENT MERIT BOARD RULES AND

REGULATIONS, in its entirety, including but not limited to, the following subparts: Article X, Paragraph B

No Police Officer, Police Sergeant, Police Lieutenant of the Cook County Sheriff's Police Department, Correctional Officer, Correctional Sergeant, Correctional Lieutenant, Correctional Captain of the Cook County Department of Corrections or Deputy Sheriff,

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Deputy Sergeant, Deputy Lieutenant of the Cook County Sheriff's Court Services Department will:

3. Violate any of the Sheriff's Executive Orders, General Orders, Special Orders, Directives or Rules and Regulations of the Cook County Sheriff's Department or Cook County Sheriff's Merit Board Rules and Regulations.

The testimony taken from the hearing, the Respondent did not deny that it was him, he admitted he went behind the bar, pushed Mr. [REDACTED] against wall and held a knife to his face. (R. 65)

Respondent also admitted during his interview that he was intoxicated that night and that he drove home from the bar and that he did not notify anyone with the Sheriff's Office regarding this incident. (R. 65)

During the investigation Investigator [REDACTED] testified he spoke with Mr. [REDACTED] and Detective [REDACTED] from the Joliet Police Department and all the facts lined up with the video and the complaints that he had heard. (R.75,76)

Even if Mr. [REDACTED] had corroborated it was a joke, it would not have affected the outcome of this case, because the actions that the Respondent took as a Cook County Sheriff's employee violated the General Orders that we spoke of earlier. (R. 88)

Respondent, Michael Doyle's own testimony, He admits he pushed Mr. [REDACTED] up against the wall and he had a knife and he pulled out his knife. (R. 99) Respondent admits that after reviewing the video it was not funny and the actions, he took that night went too far. (R. 101) Respondent admits that he did not report this incident to anyone at Cook County. (R. 102) Respondent admits that his behavior was not something the Sheriff's Office should expect from a 23-year veteran. (107)

He understands that someone not in on the joke would believe this to be an assault and a criminal act. (R. 111) After this incident he testified that he was pulled over in St. Charles and he was stopped for drinking. (R. 112) He was arrested and charged with DUI. (R. 113) He pled guilty to the charges. (R. 113)

Article X of the Merit Board Rules as well as the other conduct policies cited were all in violation. The Officer's conduct clearly warrants termination in this case. The Merit Board did not hear any testimony in this case that mitigates the request from the Sheriff of termination in this case.

Order

Based on the evidence presented, and after assessing the credibility of witnesses and the weight given to the evidence in the record, the Board finds, that Police Officer Michael Doyle violated Sheriff's orders, CCSPD Rules and Regulations, CCSD Merit Board Rules and Regulations, Article X, Paragraph B, No. 3.

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Wherefore, based on the foregoing, it is still hereby ordered that the Sheriff's request to terminate and remove Michael Doyle, respondent, from the Cook County Sheriff's Office is granted.

JOHN J. DALICANDRO, Chairman
BYRON BRAZIER, Vice-Chairman
VINCENT T. WINTERS, Secretary
KIM R. WIDUP, Board Member
JUAN L. BALTIERRES, Board Member
KIMBERLY PATE GODDEN, Board Member
ELENI P. SIANIS, Board Member



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COOK COUNTY
SHERIFF'S MERIT BOARD
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This Final Order is adopted and entered by a majority of the members of the Merit Board:

John J. Dalicandro, Vincent T. Winters, Kim R. Widup, Juan L. Baltierres, Kimberly Pate Godden and Eleni P. Sianis.

Not Present: Byron Brazier

DISSENT

The following Members of the Merit Board dissent from the Findings and Decision of the majority of the Board.

[NONE]

DATED AT COUNTY OF COOK, STATE OF ILLINOIS, THIS 23rd DAY OF JANUARY, 2020.