



**Brandon Johnson**  
Mayor

**Department of Police · City of Chicago**  
3510 S. Michigan Avenue · Chicago, Illinois 60653

**Larry B. Snelling**  
Superintendent

January 12, 2024

Andrea Kersten  
Chief Administrator  
Civilian Office of Police Accountability  
1615 West Chicago Avenue, 4th Floor  
Chicago, Illinois 60622

Re: Superintendent's Non-Concurrence with Penalty Recommendations  
Complaint Log No. 2019-0001900

Dear Chief Administrator Kersten:

After a careful review of the above referenced complaint log number investigation, the Chicago Police Department (Department) concurs with the recommended sustained finding but does not concur with the recommended penalty as it pertains to the accused member. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a penalty of a 25-day suspension and Anger Management class for Police Clerk Tennell Coleman, Employee No. [REDACTED], after concluding that she:

1. Slapped [REDACTED] about the face with an open hand and/or pushed [REDACTED] about the head causing [REDACTED]'s head to strike a wall.

The Department agrees that the allegation against the accused member should be sustained. But the Department believes that the penalty recommendation is excessive and recommends a 15-day suspension. The Department will also have the Training Support Group determine an appropriate training course that can be given to the accused member. The Department will also have the Professional Counseling Division determine an appropriate counseling service that can be offered to the accused member.

If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with this lesser suspension along with the additional training as well as a referral to an appropriate counseling service. A higher suspension would serve no purpose except to be punitive and therefore is not in this member's nor in the Department's best interest. This is particularly applicable to this case as the entire incident involved a private family matter and occurred almost five years ago.

The Department looks forward to discussing this matter with you pursuant to MCC 2-78-130(a)(iii).

Sincerely,



Larry B. Shelling  
Superintendent  
Chicago Police Department