Brandon Johnson
Mayor

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

Larry B. Snelling
Superintendent

February 29, 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. 2023-0000466

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 findings but does not concur with the recommended penalties as they pertain to the Officer Shahrukh Ali, Star No. 14112 and Officer Antonio Ramirez, Star No. 19116. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a penalty of a 5-day suspension for Officer Ali after concluding that he:

1. Stated to [redacted] [redacted] words to the effect of "Shut the fuck up and go, shut the fuck up and go. Fuck you, fucking woofer."
2. Engaged in unjustified verbal altercation with [redacted] [redacted]

The COPA investigation also recommended a penalty of a 10-day suspension for Officer Ramirez after concluding that he:

1. Stated to [redacted] [redacted] words to the effect of "You get in your car dumbass."
2. Engaged in unjustified verbal altercation with [redacted] [redacted]

The Department agrees with the sustained findings as being supported by the evidence. But the Department believes that the penalty recommendations are excessive. The Department recommends a 3-day suspension for Officer Ali and a 5-day suspension for Officer Ramirez with additional training for both members on Courtesy and Demeanor with Citizens and De-Escalation techniques.

Regarding Officer Ali, COPA acknowledges in its disciplinary recommendation that he admitted to the conduct and expressed remorse. During his interview, he acknowledged that he should have been more professional and use better de-escalation techniques. He explained that his conduct on this night was out of character for him and understands that he should not have let himself be provoked as he is held to a higher standard. His acknowledgement combined with a review of an impressive complimentary history and a disciplinary history of one sustained allegation resulting in a Reprimand supports the alternative recommendation of a 3-day suspension with the additional training.

Regarding Officer Ramirez, the Department does not agree with COPA that Officer Ramirez "did not seem to internalize the reasoning for why his behavior was unacceptable as a police officer." SRI at page 8. During his statement, Officer Ramirez admitted that he regretted getting into a verbal altercation. The tone of his voice was not defiant or argumentative in any manner. Officer Ramirez also gave several reasons for his actions but also stated that those reasons were no excuse for his unacceptable behavior. After reviewing his impressive complimentary history and his disciplinary history with a reprimand for a preventable traffic accident that resulted from Summary Punishment, the Department believes a 5-day suspension is more appropriate with the additional training.

If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with these lesser suspensions along with the additional training. A higher suspension would serve no purpose except to be punitive and therefore is not in these members' nor in the Department's best interest.

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

Sincerely,

[redacted]

Larry B. Snelling
Superintendent
Chicago Police Department