



Brandon Johnson
Mayor

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

Larry B. Snelling
Superintendent

December 12, 2023

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 Recommendation
Complaint Log No. 2021-0001891

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 penalty for Officer Nicholas Alverio, Star No. 17687.

The COPA investigation recommended a penalty of a suspension of 30 days for Officer Alverio with an evaluation for Behavior Intervention/Fitness for Duty after concluding that he:

1. Was disrespectful to and committed maltreatment of a person, while off duty;
2. Engaged in an unjustified verbal altercation with a person, while off duty;
3. Verbally abused a citizen, [REDACTED] [REDACTED] by stating words to the effect of "bitch," "fuck you," and "whore. "

The Department agrees that the three allegations against the accused member should all be sustained. But the Department believes that the penalty recommendation is excessive and recommends a 7-day suspension with additional training on courtesy and demeanor and anger management. Further, an inquiry will be made to determine if placement in the Behavior Intervention Program and/or a Fitness for Duty Evaluation is appropriate for this member.

Officer Alverio admitted to his behavior both on the scene and in his statement to COPA. And even though Officer Alverio tried to defend his behavior, he did admit that he could have been more professional. SRI at page 4. The Department notes that Officer Alverio has a respectable complimentary history and his disciplinary history consists of two summary punishments that resulted in a reprimand for Absence Without Permission and a 1-day suspension for Inattention to Duty.

If the purpose of discipline is to correct errant behavior and modify future conduct, then the

Department believes that this can be accomplished with the imposition of a lesser suspension of 7 days. This 7-day suspension would also be more consistent with the principal of progressive discipline. It is the Department's position that a longer suspension would simply be punitive and would serve no purpose to improve the officer's demeanor in future interactions of this kind.

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

Sincerely,



Larry B. Snelling
Superintendent
Chicago Police Department