Brandon Johnson
Mayor

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

Larry B. Snelling
Superintendent

October 10, 2025

Lakenya White
Interim Chief Administrator
Civilian Office of Police Accountability (COPA)
1615 West Chicago Avenue, 4th Floor
Chicago, Illinois 60622

Re: Superintendent's Concurrence with Findings and Penalty Recommendations
Complaint Log No. 2024-0002039
Lieutenant John Sandoval # 753
Officer Humberto Rabadan # 18720
Officer Phillip Khuu # 5394
Officer Hugo Sanchez # 14269

Dear Interim Chief Administrator White:

After a careful review of the above referenced complaint log number investigation, the Chicago Police Department (Department) concurs with all of the recommended sustained findings and penalty recommendations as they pertain to Lieutenant John Sandoval # 753, Officer Phillip Khuu # 5394, Officer Humberto Rabadan # 18720 and Officer Hugo Sanchez # 14269.

The COPA investigation recommended a penalty of a Suspension of 1-29 days and retraining on Professionalism for Lt. John Sandoval after concluding that he:
1. Stated words to the effect of, "Get the fuck out of here! Go back to Mexico," to an unknown subject.

The COPA investigation also recommended a penalty of a Reprimand and retraining on professionalism for Officer Humberto Ramadan after concluding that he:
1. Stated words to the effect of, "You are a disgrace to my fucking flag," to an unknown subject.

The COPA investigation also recommended a penalty of a Reprimand for Officer Hugo Sanchez and Officer Phillip Khuu after concluding that they:
1. smoked inside a Department vehicle.

As the Department agrees with the recommended sustained findings for all the allegations, the Department will impose, consistent with the penalty recommendations, the following:

1. Lieutenant John Sandoval # 753 - 3 day suspension and training on Police Professionalism and Cultural Sensitivity/Diversity;
2. Officer Humberto Rabadan # 18720 - Reprimand and retraining on Police Professionalism

and Cultural Sensitivity/Diversity;

3. Officer Hugo Sanchez # 14269 and Officer Phillip Khuu # 5394 - Reprimands.

Sincerely,

Lieutenant Robert A. Flores
Department Advocate
Bureau of Internal Affairs
Chicago Police Department