



Brandon Johnson  
Mayor

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

Larry B. Snelling  
Superintendent

January 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. 2022-0003497

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 as it pertains to the Officer Noor Ibrahim, Star No. 17357. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a penalty of a Suspension of 60 days - 365 days for Officer Ibrahim after concluding that she:

1. Engaged in verbal abuse by stating words to the effect of "Bitch and dumb ass bitch" towards [REDACTED]
2. Engaged in unnecessary verbal altercation by stating words to the effect of "Now you guys ask why your kids come out fucked up";
3. Engaged in unnecessary verbal alteration by stating words to the effect of "I'm going to shoot you, I got my gun out bitch";
4. Pointed your firearm in the direction of [REDACTED] without justification.

The Department agrees that all four allegations are supported by the evidence and should be sustained. But the Department believes that the penalty recommendation is excessive and recommends a 5-day suspension with additional training on De-Escalation, Response to Resistance and Use of Force.

In this case, the officer admitted to the allegations and also stated that she "lost her cool." Att. # 98-Statement of Officer Ibrahim. COPA also acknowledges mitigating factors include the fact that the officer had no disciplinary history and was remorseful and honest about her actions. SRI at page 5. 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. This case can be summarized as excessive profanity/verbal abuse and an improper pointing incident. Both of these could and should be addressed more by training than by suspension. 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.

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