



**Brandon Johnson**  
Mayor

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

**Larry B. Snelling**  
Superintendent

August 2, 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. 2023-0005962

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 penalty recommendation as it pertains to Officer Zoran Miucin, Star No. 18966. Pursuant to the Municipal Code of Chicago, the Department provides the following comments.

The COPA investigation recommended a penalty of a 30-day suspension and retraining on professionalism as well as body worn camera policy and De-Escalation policies for Officer Miucin after concluding that he:

1. Directed bias-based verbal abuse toward [REDACTED] [REDACTED] by words to the effect of "yalla hayawani" in Arabic, translated in English as "let's go animal;"
2. Failed to activate his body worn camera;
3. Failed to use de-escalation techniques.

The Department agrees with the three (3) sustained allegations. But the Department believes that the penalty recommendation is excessive and recommends a 10-day suspension for Officer Miucin as well as the additional training on Diversity and Community Relations as well as the body worn camera policy and the de-escalation policy.

Officer Miucin admitted to engaging in the conduct as alleged. Regarding allegation #1, in his statement, Officer Miucin states that he speaks four languages besides the English language but that he made a mistake in the phrase he was trying to say in Arabic. He also stated that he was trying to establish a rapport with the citizen. However, the Department agrees that Officer Miucin should not have attempted to speak a foreign language to a citizen that clearly spoke English.

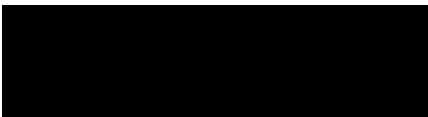
Regarding allegation #2, the Department acknowledges that this is the second Body Worn Camera policy violation for Officer Miucin and progressive discipline supports a higher penalty for this violation. And for Allegation #3, the Department agrees that Officer Miucin not only failed to de-

escalate the situation but that he increased the tension by making that statement, even if the statement was made in error.

If the purpose of discipline is to correct errant behavior and modify future conduct, then this can be accomplished with this lesser 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. Officer Miucin has a respectable complimentary history and almost 30 years of service with no disciplinary actions in his history except for the previous body worn camera violation.

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