

**BEFORE THE POLICE BOARD OF THE CITY OF CHICAGO**

**IN THE MATTER OF THE APPEAL BY** )  
**[NAME REDACTED],** ) **No. 23 AA 43**  
**APPLICANT FOR THE POSITION OF** )  
**PROBATIONARY POLICE OFFICER,** ) **(Applicant No. [redacted])**  
**CITY OF CHICAGO.** )

**FINDINGS AND DECISION**

[Name redacted], (hereinafter referred to as “Applicant”) applied for a probationary police officer position with the City of Chicago. In a letter dated September 6, 2023, the Office of Public Safety Administration gave Applicant written notice of its decision to remove Applicant from the list of eligible applicants for this position (“Eligibility List”) due to the results of a background investigation summarized in the Candidate Background Investigation Report (“Background Investigation Report”), along with the reason(s) for the disqualification based upon the hiring standards (“Special Order”) that led to the decision (collectively, “Notice”). This was the second time Applicant's name was removed from the Eligibility List. In a prior Appeal, the Police Board reversed the decision to remove Applicant's name and ordered it be returned to the Eligibility List.<sup>1</sup>

On November 6, 2023 Applicant appealed the disqualification decision at issue here to the Police Board by 1) filing a written request specifying why the Department of Police (hereinafter referred to as “Department”) erred in the factual determinations underlying the disqualification decision *and/or* 2) bringing to the Board’s attention additional facts directly related to the reason(s) for the disqualification decision, pursuant to Section 2-84-035(b) of the Municipal Code of Chicago (“Appeal”). Department filed a Response December 20, 2023. No

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<sup>1</sup> *In the Matter of the Appeal by [Name redacted], 23 AA 11 (July 20, 2023)*

Reply was filed.

Police Board Appeals Officer Laura Parry reviewed the Notice, Appeal and Response.

### **APPEALS OFFICER'S FINDINGS, CONCLUSIONS, AND RECOMMENDATION**

Appeals Officer Laura Parry, as a result of a review of the above material, submits the following findings of fact, conclusions of law, and recommendation to the Police Board.

#### **Filings by the Parties**

According to the Notice, Applicant was removed from the list of eligible applicants for the position of probationary police officer for the following reason(s):

#### **Basis #1**

##### **IV-B. Disqualification Based on Criminal Conduct**

1. "One purpose of the pre-employment investigation is to determine police hold a unique position of public trust and are tasked with protecting the public and enforcing the law. Even more than other City employees, Chicago Police Department officers are specifically tasked with and sworn to uphold the law. Therefore, an applicant will be disqualified from consideration for a police officer position if there is evidence that the applicant has engaged in criminal conduct, even if the applicant was never convicted of any criminal offense. Applicants with a history of criminal conduct that falls within the Department's disqualification standards are deemed unable to protect the public and its trust in the police. It is the conduct itself, not the fact that the applicant was convicted, that makes the applicant unsuitable for employment.

430 ILCS 66/65 (a)(19) Prohibited Carrying Conceal Weapon

430 ILCS 65.2-A-1 Possess Firearm FOID expired

729 5/29D-35.1 Boarding Aircraft with Firearm" (Notice)

#### **Basis #2**

##### **IV-B. Disqualification Based on Criminal Conduct**

##### **7. b) Conduct Indicating Dishonesty**

(1) "Credibility, honesty and veracity are extremely important characteristics for a police officer to possess on and off duty. Honesty is required to ensure the integrity of police operations and investigations and to protect the public and maintain its trust in the police. The pre-employment investigation therefore looks for information that shows that the applicant has a reputation or propensity for truthfulness, is believable and has a personal history free from deceit or fraud." (Notice)

**Basis #3**

**"RULES OF CONDUCT**

"Rule 1 - Violation of any law or ordinance.

Rule 38 - Unlawful or unnecessary use or display of a weapon."

**Conduct Alleged**

Department noted Applicant had another Appeal pending before the Police Board for conduct described in a Background Investigation Report from February 17, 2022. That Appeal was decided July 20, 2023. The conduct at issue in the present Appeal was discovered after a subsequent background check was conducted July 27, 2023, a week after Applicant's name was ordered returned to the Eligibility List. Background Investigator noted how he came to be involved in the background investigation:

**"History:** On 27 July, 2023 Investigator [] was given an assignment to re-check the background on [] Applicant []. R/I (Reporting Investigator) received information that applicant [] recently went to the Police [B]oard and had his disqualification overturned. This matter was recorded under No. 23 AA 11 and dated 20 July 2023. At the time of this hearing, applicant [] was previously arrested at O'Hare Airport on 04 May 2023 for bringing a loaded firearm into the Airport, trying to board an airplane. Applicant [] was not at the [P]olice [B]oard for this arrest, however he was being disqualified for violent tendencies by [another] Investigator []. This report was generated 17 February 2022. R/I completed a background check on applicant [] July 27, 2023. The check revealed that on May 04, 2023 the applicant was going through O'Hare security with a loaded pistol..." (Background Investigation Report, p. 1)

Department cited the following conduct, in summary, to support disqualification:

On May 4, 2023, Applicant was arrested at O'Hare Airport. Applicant attempted to pass through security at the airport on his way to Las Vegas with a loaded semi-automatic 9mm firearm loaded with 14 live rounds - one (1) in the chamber and 13 additional rounds in the magazine. The firearm was discovered as it went through the x-ray machine at the security checkpoint. During questioning after the arrest, it was reported Applicant said he was moving

and he had the loaded weapon in a moving box and that the gun must have fallen out of the box and into his backpack without his knowledge, saying he removed the box and didn't realize the weapon was still left in the backpack. Background Investigator noted it was the same type of firearm Applicant had reported ownership of in his personal history disclosures.<sup>2</sup> Subsequent to the discovery of the arrest by Background Investigator Applicant was contacted about the arrest. It was reported Applicant told the Background Investigator something different about why the firearm was in the backpack. Background Investigator said that Applicant told him Applicant took the pistol (which he kept loaded because of the neighborhood where he resided) and put it in his backpack to go to the shooting range with a friend, ended up not going to the range and because he was tired, laid down and when he woke he packed for his flight to Las Vegas. He reported he took some of his clothes out of the backpack because he wanted to make room for a video game console, but forgot he left the loaded handgun in the backpack and left for the airport. Applicant said he didn't notice the weight of the bag because he put his video console in there after removing some clothes from the backpack to make room for the console. Applicant was said to have told the Investigator that he'd asked the TSA agent if Applicant could call a family member who had a FOID card to give her the weapon, but the agent said the police had already been called and he would need to discuss it with them. Background Investigator reported he told Applicant that he did not know what would happen with this application and that it was Applicant's responsibility to secure and manage his loaded weapon. At the time of the interview, Applicant indicated he was out on an I-bond for the arrest. It was reported Applicant did not have a conceal carry license in the State of Illinois. Additionally, Applicant reported carrying the firearm for protection as a package delivery employee on his PHQ, and then reported that he

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<sup>2</sup> Presumably his Personal History Questionnaire ("PHQ") submitted to the Department

felt safer in his new neighborhood and didn't carry it anymore. At Q89 on the Personal History Questionnaire ("PHQ") Applicant indicated he carries a concealed weapon. Background Investigator asserted Applicant doesn't follow the law or disregards it and doesn't meet the standards to be a police officer. (Background Investigation Report, p. 1-6)

### Appeal

In summary, Applicant, through his attorney(s), filed the Appeal with Exhibits A-G. The Appeal described Applicant's race, upbringing, martial/parental status, education and extracurriculars and involvement in the community. It also summarized character references from individuals said to be familiar with Applicant and referred to Applicant's character as "stellar."

In a paragraph entitled, "Suspicious Timing of Disqualification" Applicant explained this was an appeal of a second disqualification of the Applicant one week after the first disqualification was reversed by the Police Board. Applicant wrote that the Department "was not pleased" that the earlier decision to "terminate" Applicant was reversed. He asserted that this was an "unusual procedure" and that there's no indication it was done pursuant to CPD policy upon a disqualification being reversed. Applicant did not provide policies or procedures to show how the handling and consideration of a second disqualification differs from a first disqualification. Applicant asserted, "In fact, [Background Investigator] admitted that the assignment was given to him because 'his disqualification was overturned.'" Applicant urged: "Without explanation it should be inferred that [Applicant] was being retaliated against because he had the audacity to challenge CPD."

Applicant asserted Applicant had been arrested when a gun was discovered in his carry-on bag by TSA agents at the airport, was charged with a misdemeanor and the case was

eventually dismissed by prosecutors with no admission of guilt. It argued that Department "terminated" Applicant "based upon allegations which were dismissed." No court documents were provided. It further provided an exhibit of a FOID card (Exhibit F) and asserted the firearm was legally purchased.

Applicant asserted that applicant "shall have the burden of showing, by a preponderance of the evidence, that the Department's decision to remove the applicant from the eligibility list was erroneous. *Police Board Rules of Procedure, Article VII*, dated February 19, 2021. It also argued standards of review for a reviewing court of an agency decision. It cited Administrative Hearing Procedures Human Resources Board as being "Police Board's rules" as to what evidence should be excluded. (Appeal, Exhibit E)

Applicant asserted this case "cannot be viewed in a vacuum," and raised arguments of racial inequities, noting that Illinois courts "have long recognized that arrest-record hiring criteria have an inherently discriminatory impact on black job applicants," [case citations omitted]. It also alleged the disqualification violated the Human Rights Act. Additionally, Applicant attached 2022 CPD Annual Report (Exhibit A); Consent Decree pages (Exhibit B); "Evaluation of the Demographic Impacts of the Chicago Police Department's Hiring Process," July 2021, City of Chicago Office of Inspector General (Exhibit C); news articles (Exhibit D)

As to criminal conduct, Applicant argued that Department "did not cite to any sections of the Illinois Criminal Code 720 ILCS." It asserted, "[t]hat alone should be enough to reverse the disqualification." He furthered argued that 430 ILCS is the Public Safety Act that is "predominantly civil in nature, however it does contain criminal penalties." Applicant argued Department cited 729 ILCS which is the Illinois Petroleum Act and that it failed to properly cite 720 ILCS 5/29D-35 Boarding Aircraft with Firearm. Applicant argued that even if 720 ILCS

5/29D-35 had been cited, the evidence does not show there was a violation and "thus he did not commit criminal conduct" because the firearm was found in Applicant's bag as it was scanned, he did not pass airport screening, and therefore he did not attempt to board an aircraft. Applicant cited *People v Hysner*, 58 Ill.App.3d 464 (Ill.App.Ct. 1st Dist. 1978). "More significant, the case was dismissed. This fact alone should prove [Name redacted] did not commit a criminal act." (Appeal, p.8)

As to Conduct Indicating Dishonesty, Applicant asserted Department concluded Applicant had a character of dishonesty because Department provided a deceitful explanation for the weapon in his backpack and by giving different answers about carrying a weapon when he told Background Investigator he did not carry it, while having answered on his PHQ that he did carry it. Applicant asserted that was the sum of the evidence and it is "preposterous, especially here where [Applicant's] character had already been tested and vindicated by the Police Board." (Appeal, p. 8). Applicant argued there was no explanation of what Background Investigator believed to be deceitful about the weapon being in the backpack. As to differing answers regarding carrying a weapon, Applicant asserted that an alleged statement that Applicant "does not carry" to Background Investigator and his checking the "yes" box on Q#89 of the PHQ "Have you ever carried a concealed weapon?" is to base an allegation of a character for dishonesty on "vague, incomplete, ambiguous statements" and it is "improper and defies common sense." (Appeal, p. 8). Applicant further argued:

"The absurdity of the explanation for this disqualifying factor suggests that CPD unlawfully targeted [Applicant] and was willing to do everything possible to soil his character and avenge their previous defeat at the Police Board. The charges on this issue are so thin and poorly constructed, it would appear they were drafted by a child, and certainly not by an organization the size of the Chicago Police Department." (Appeal, p. 9)

Applicant argued the Department of Human Resources, City of Chicago, City of Chicago Policy on Background Checks (eff. February 16, 2023) (Exhibit G) though not binding on the Police Department is instructive because it prohibits the City from considering arrests that do not lead to conviction under Section V.C.6. Even if there is a conviction, the policy requires nine (9) factors be considered before disqualifying an applicant for a job with the City on the basis of conviction for criminal conduct and that according to this policy Applicant was "deprived of the bare minimum of due process." (Appeal, p. 9-10). The policy requires "individualized assessment" and consideration of:

- "a. The facts or circumstances surrounding the offense or conduct;
- b. The number offenses for which the Candidate has been convicted;
- c. Age at time of conviction, or release from prison;
- d. Evidence that the individual performed the same type of work, post-conviction, with no known incidents of criminal conduct;
- e. The length and consistency of employment history before and after the offense or conduct;
- f. Rehabilitation efforts, including additional education and training;
- g. The nature of the job to be performed, including the level of supervision, oversight and interaction with coworkers or vulnerable individuals; and,
- h. The relationship between the criminal conduct and the nature of the work to be performed.
- i. The response provided from the Candidate []." (Exhibit G., Section V-C-5)

Finally, Applicant offered comparisons to past cases in which decisions to disqualify were reversed in where no arrests were made, and/or no charges filed and and/or there were no convictions, and that those factors "apply to [this Applicant's] one allegation." (Appeal, p. 10)

### Response

Department iterated its position in summary. It argued Applicant asserted that he was not returned to the eligibility list but that Applicant's name was indeed returned to the list and was assigned another Background Investigator who uncovered disqualifying conduct Applicant

engaged in after the conduct that formed the bases for the first disqualification. It is this subsequent conduct that formed the basis of the second disqualification. The Response argued that Applicant's conduct was in violation of several Department Rules, had Applicant been a Department employee, and would have been enough in and of itself for disqualification.

It argued the City of Chicago's Department of Human Resources policies referenced by Applicant are irrelevant and should not impact consideration on appeal. Additionally, Department asserted Applicant's comments within the Appeal stating the charges "... appear to be drafted by a child..." are insulting, irrelevant and a diversionary tactic designed to "take away from the facts of the case." It argued caselaw supports its right to disqualify the Applicant based on the evidence in the file. It also noted "applicant's history is extremely troubling and serves as grounds for disqualification." (Response)

### **Findings of Fact**

Filings were timely.

The Appeals Officer declines make findings on any arguments made as to hiring principles or procedures set out by the Office of Inspector General, Consent Decree, Human Rights Act, Human Resources Department or Human Resources Board Administrative Hearing Procedures or constitutional arguments as it is beyond the scope of consideration for the appeal as set forth in this forum's procedures and the Municipal Code. Likewise, no findings are made regarding reports and articles and other materials provided in the body of the Appeal or its Exhibits that do not relate to factual determinations underlying the disqualification decision and/or provide additional facts directly related to the reason(s) for the disqualification decision.

The standard of review addressed by the Appeal as they relate to "reviewing" courts were not considered here, as the Municipal Code and procedures for this forum articulate the standards

for the Appeals Officer to follow in making findings and recommendations.

General background information and character references did not directly relate to the conduct alleged as the basis for disqualification and were not considered by the Appeals Officer.

Contrary to Applicant's assertions, the Appeals Officer found nothing suspect about Department's background investigation of Applicant once his name was returned to the Eligibility List. There is no evidence to suggest disqualifying an Applicant whose name was returned to the Eligibility List after a reversal of a decision to disqualify is prohibited or "unusual" as Applicant argued. Unless a name is returned to the Eligibility List there is no reason to devote further resources to additional background checks and every reason to do so after a name *is* returned to the Eligibility List to make sure nothing new has arisen that could disqualify an applicant. In this case new conduct occurred after the initial Appeal was filed and was not discovered until the Applicant's name was returned to the Eligibility List.

Applicant's assertion, "In fact, [Background Investigator] admitted that the assignment was given to him because 'his disqualification was overturned'" is not accurate. The Background Investigator wrote that he "was given an assignment to re-check the background on [] Applicant []. R/I (Reporting Investigator) received information that applicant [] recently went to the Police [B]oard and had his disqualification overturned." He did not say he was assigned the investigation *because* the case was overturned. It seems more prudent to do an additional background check if a name is returned to the Eligibility List to make sure nothing new has arisen that could disqualify an applicant rather than retaliatory as Applicant wrote in the Appeal, "Without explanation it should be inferred that [Applicant] was being retaliated against because he had the audacity to challenge CPD."

It is undisputed and the Appeals Officer finds Applicant brought a loaded firearm with one

round of ammunition in the chamber ready to fire and 13 rounds in its magazine, in a backpack from his residence to the airport. Before Applicant could board his flight to Las Vegas, he was stopped at the security checkpoint where his backpack was scanned, and the loaded semi-automatic pistol/handgun/firearm was discovered. He did not have legal authority to conceal and carry a firearm.

The case cited by Applicant supports the opposite position taken by Applicant. In that case the court stated: "...the fact that a defendant had no intent to either carry the weapon on the aircraft or use the weapon once aboard the aircraft is not controlling." *People v. Hysner*, 58 Ill. App. 3d 464, 466 (Ill. App. Ct. 1978). The court held "defendant's act of passing through the screening device constitutes an attempt to board an aircraft..." *Id.*

The conduct is aggravated by the fact the gun was loaded. Applicant was carrying around a semi-automatic firearm in his backpack with one round in the chamber and 13 live rounds in the magazine. The conduct is also aggravated by the fact he was attempting to go through security and onto an airplane with a loaded firearm.

That the Applicant was not convicted does not negate the conduct. The fact the case was dismissed by prosecutors does not negate the conduct. There are many reasons why a case may be dismissed having nothing to do with whether or not the conduct occurred.

The fact that Applicant has a FOID card (which no evidence was provided that indicates when the card was received/renewed) does not mean he is allowed to conceal and carry the firearm. There was no evidence he had a license, permit or other legal authority to conceal and carry a firearm on May 4th, 2023.

Applicant's explanations, whether it be the gun "fell" into his backpack from a box he used for moving or that he forgot it was in the backpack after he decided not to go to the shooting

range and inadvertently left it in the backpack that he was then taking on his trip to Las Vegas doesn't explain his carelessness in handling a firearm. There is no explanation why he would have a loaded gun in a box that was being moved from one place to another instead of an unloaded one being moved in a gun safe, separately from the ammunition. If he forgot and left it in the backpack, there's no explanation why he would put a loaded gun in a backpack to take to the shooting range instead of taking an unloaded gun with the ammunition separately secured. There's no explanation why Applicant, after deciding not to go to the shooting range, did not remove the weapon and properly store it.

The Appeals Officer finds the two different explanations of how the loaded firearm ended up in the backpack are so different it negatively impacted the credibility of Applicant and that one of those explanations, if not both, was dishonest. Applicant did not by a preponderance of the evidence demonstrate otherwise.

The Appeals Officer finds that Applicant answering that he carries a firearm on Q#89 of the PHQ, explaining that he carries it for personal safety as a package delivery driver to one Background Investigator or because of the neighborhood he lived in is not inconsistent with his telling another Background Investigator at another time that he no longer carries the firearm because he moved to a different neighborhood. All of those statements can be true at the different times they were made. Applicant showed by a preponderance of evidence this particular conduct was not disqualifying.

Statutes cited by Department speak generally to the criminal nature of Applicant's conduct in carrying a loaded firearm into the airport where he was to travel by plane to Las Vegas. In relevant part, the following is prohibited conduct:

(430 ILCS 66/65)

Sec. 65. Prohibited areas.

- (a) A licensee under this Act shall not knowingly carry a firearm on or into:  
...(19) Any building, real property, or parking area  
under the control of an airport...

430 ILCS 65/2) (from Ch. 38, par. 83-2)

Sec. 2. Firearm Owner's Identification Card required; exceptions.

(a) (1) No person may acquire or possess any firearm, stun gun, or taser within this State without having in his or her possession a Firearm Owner's Identification Card previously issued in his or her name by the Illinois State Police under the provisions of this Act.

(720 ILCS 5/29D-35.1)<sup>3</sup>

Sec. 29D-35.1. Boarding or attempting to board an aircraft with weapon.

(a) It is unlawful for any person to board or attempt to board any commercial or charter aircraft, knowingly having in his or her possession any firearm, explosive of any type, or other lethal or dangerous weapon.

(b) This Section does not apply to any person authorized by either the federal government or any state government to carry firearms, but the person so exempted from the provisions of this Section shall notify the commander of any aircraft he or she is about to board that he or she does possess a firearm and show identification satisfactory to the aircraft commander that he or she is authorized to carry that firearm.

(c) Any person purchasing a ticket to board any commercial or charter aircraft shall by that purchase consent to a search of his or her person or personal belongings by the company selling the ticket to him or her....

Applicant's conduct falls generally within the descriptions of those statutes.

The Appeals Officer notes that for purposes of disqualification for criminal conduct, Department need not prove a conviction of a statute. Under the hiring standards a record of conviction or an admission that indicates an applicant engaged in criminal activity serves the purpose of being *prima facie* evidence of criminal conduct (Special Order, IV-B-3) for which an applicant may provide evidence to rebut. It further states references to sections of the Illinois Compiled Statutes are only descriptive (Special Order, IV-B-4) and that while the hiring standards are as comprehensive as possible, it does not include every scenario, and as such failure to enumerate any particular offense does not exclude such conduct from being a basis for

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<sup>3</sup> The Appeals Officer finds the description sufficient to apprise Applicant of the state law for which Department alleges Applicant violated by his actions. The keyboard key for "9" and "0" are next to each other on a standard keyboard and as such the Appeals Officer finds it nonprejudicial scrivener's error that the cited section read 729 ILCS 5/29D-35.1 instead of 720 ILCS 5/29-D-35.1.

disqualification (Special Order, IV-B-5). "Any criminal or quasi-criminal act may result in disqualification from employment as a Police Officer if it is determined that the acts or omissions of the applicant make him or her unsuitable for the position of Police Officer," (Special Order, IV-B-5). In this case, Department determined Applicant's actions and/or omissions made him unsuitable for the position of Police Officer.

Department provided the factual basis for its decision to disqualify Applicant and remove Applicant's name from the eligibility list on the first two bases -- Basis #1 Disqualification Based on Criminal Conduct and Basis #2 Disqualification Based on Criminal Conduct - Conduct Indicating Dishonesty. Applicant did not by a preponderance of the evidence provide additional facts or otherwise show Department erred in its factual determinations for disqualification on these bases.

As to Basis #3, it appears Department was referring to language within the hiring standards that fall under Disqualification Based on Prior Employment History (Special Order IV-B-3). In that Section, if an Applicant in his prior employment engaged in conduct that would have been a violation of Department Rules and Regulations had Applicant been a Department employee, that conduct could be a basis for disqualification. In this case, it was not alleged Applicant's conduct regarding carrying a loaded firearm and his conflicting stories of how the firearm came to be in his backpack and why he carried/carries a firearm had to do with his prior employment. Therefore, Applicant by a preponderance of the evidence did provide additional facts and/or otherwise show Department erred in its factual determinations for disqualification.

### **Conclusions of Law**

Pursuant to the Municipal Code of Chicago ("MCC") 2-84-030 the standard of review for appeals of disqualification and removal of an applicant's name from the Eligibility List is that

Applicant shall show by a preponderance of evidence that Department's decision to remove the applicant from the Eligibility List was erroneous (MCC 2-84-035(c)). Therefore, according to the law and procedures, findings and recommendations are based upon whether Applicant's Appeal shows by a preponderance of the evidence that Department erred in removing Applicant's name from the Eligibility List, based upon Department's employment standards.

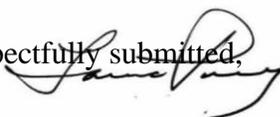
A ruling articulated in one specific case with its own particular facts and circumstances and in its own time in history, does not dictate how future cases, even if similar, will be determined, unless and until that directive is set out by rule, law or a reviewing court directive. Thus, the rulings in prior cases cited by Applicant do not determine the ruling in this matter.

The Appeals Officer makes no conclusions as to any constitutional law issues raised by Applicant as it is beyond the scope of the determinations to be made by the Appeals Officer.

Applicant did not show by a preponderance of the evidence that Department erred in the exercise of its decision to remove Applicant's name from the Eligibility List as to all bases. Any one basis cited, if not shown by a preponderance of the evidence by Applicant that Department erred in removing Applicant's name from the Eligibility List for that basis is sufficient for disqualification and removal.

### **Recommendation**

Based on my findings and conclusions set forth above, I recommend that the decision to remove Applicant from the list of eligible applicants for the position of probationary police officer be **affirmed**.

Respectfully submitted,  


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Laura Parry, Esq.  
Appeals Officer

Date: February 15, 2024

**POLICE BOARD DECISION**

The members of the Police Board of the City of Chicago have reviewed the Appeals Officer's findings, conclusions, and recommendations.

The Police Board hereby adopts the Appeals Officer's findings, conclusions, and recommendation by a vote of 7 in favor (Kyle Cooper, Paula Wolff, Steven Block, Aja Carr-Favors, Mareilé Cusack, Nanette Doorley, and Andreas Safakas) to 0 opposed.

**NOW THEREFORE, IT IS HEREBY ORDERED** that the decision to remove [Name redacted] from the list of eligible applicants for the position of probationary police officer is **affirmed**.

This decision and order are entered by a majority of the members of the Police Board: Kyle Cooper, Paula Wolff, Steven Block, Aja Carr-Favors, Mareilé Cusack, Nanette Doorley, and Andreas Safakas.

DATED AT CHICAGO, COUNTY OF COOK, STATE OF ILLINOIS, THIS 22<sup>nd</sup> DAY OF FEBRUARY, 2024.

Attested by:

/s/ KYLE COOPER  
President

/s/ MAX A. CAPRONI  
Executive Director