



City of Cleveland  
Justin M. Bibb, Mayor

Department of Public Safety  
Dornat (Wayne) A. Drummond, Chief  
FBI NA #230  
Division of Police  
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Disposition Letter

September 20, 2022

**Sergeant JeNae Treece #9218**  
**C/o Third District Headquarters**  
**4501 Chester Avenue**  
**Cleveland, Ohio 44103**

**Re: Instruction and Counseling (SR2022-0482, SR2022-0501, SR2022-0526)**

Sergeant Treece #9218:

This letter is to advise you, Sergeant JeNae Treece #9218, of the result of the administrative pre-disciplinary hearing you attended on August 22, 2022, to address an internal investigation wherein you were alleged to have engaged in improper procedure and/or conduct.

### **STATEMENT OF POLICY**

**In part:** The Manual of Rules sets forth the conduct and behavior to be followed by officers and employees. Any violation of these rules shall be a basis for disciplinary action. Disciplinary action includes, but is not limited to, verbal and written reprimands and the preferring of divisional charges which can result in suspension, loss of pay, demotion or termination. The rules and standards contained in this manual shall apply whether the officer or employee is on or off duty. Where a conflict exists between a Rule and a General Police Order, the Rule provision shall be adhered to.

### **SPECIFICATIONS**

**Specification #1:** (SR2022-0482) During the Fourth Quarter 2021 sick review, you, Sergeant JeNae Treece #9218, used seventy (70) hours of undocumented sick time and displayed a pattern of sick use that preceded or followed scheduled vacation days, in violation of General Police Order 1.3.06. (*Group I Violation*)

**Specification #2:** (SR2022-0501) During the First Quarter 2022 sick review, you, Sergeant JeNae Treece #9218, used seventy (90) hours of undocumented sick time and displayed a pattern of sick use that preceded or followed scheduled vacation days, in violation of General Police Order 1.3.06. (*Group I Violation*)

**Specification #3:** (SR2022-0526) During the Second Quarter 2022 sick review, you, Sergeant JeNae Treece #9218, used seventy (90) hours of sick time without providing documentation to the Medical Unit, in violation of General Police Order 1.3.06. (*Group I Violation*)

These specifications are in violation of the rules and procedures of the Division of Police, Department of Public Safety.

### **RULES, POLICIES AND PROCEDURES**

**General Police Order 1.3.06: Sick Leave Review** (revised: 3/14/13)

### **HEARING INFORMATION**

In attendance at the administrative pre-disciplinary hearing, were you, President James O'Malley, Vice President Daniel Bernath and Attorney Robert Barrett of the Fraternal Order of Police, Lodge #8, President Mister Jackson of the Black Shield Police Association, Patrol Officer Christopher Gibbons of the Employee Assistance Unit, Lieutenant Richard Sanders of the Third District, Lieutenant Charles DePenti of the Case Preparation Unit and Deputy Chief Daniel Fay of Administrative Operations, who presided over the hearing.

During the hearing, you acknowledged receipt of the charging letter; you and your representatives waived the reading of your charge letter and were then afforded the opportunity to be heard. You entered a plea of "Not Guilty" to Specification #1, Specification #2 and Specification #3 of the administrative charges as set forth in the charging letter. Upon reviewing the evidence presented, the memorialized record, as well as the arguments of you and your representatives, the Hearing Officer recommended that you be issued a Letter of Reinstruction and be placed on Step-1 of the Sick Leave Abuse Control Program.

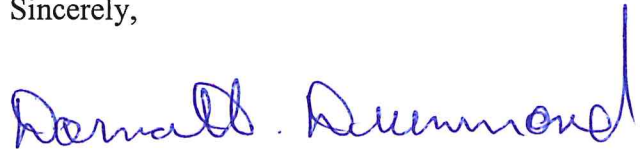
### **FINDINGS AND CONCLUSION**

I have carefully reviewed the evidence incorporated into the record by reference, the memorialized record, including statements made at your hearing and the applicable Rules, Policies and Procedures, and I accept and adopt the recommendation of the Hearing Officer. You violated General Police Order 1.3.06 when you used seventy (70) hours of undocumented sick time in the fourth quarter of 2021, ninety (90) hours of undocumented sick time in the first quarter of 2022 and ninety (90) hours of undocumented sick time in the second quarter of 2022. At the hearing, documentation was submitted indicating multiple doctor's visits during the sick review quarters in question. In addition, Family and Medical Leave Act (FMLA) paperwork was submitted prior to the sick review quarters in question, indicating that you were caring for a bed ridden family member with you being the primary care-giver. Therefore, I am issuing you this **Non-disciplinary Letter of Reinstruction and placing you on Step-1 of the Sick Leave Abuse Control Program**. Pursuant to the procedures of Step-1 Sick Abuse, you are to provide documentation to the Medical Director prior to being returned to duty for any sick leave taken from the date of this letter until September 20, 2023. Further, members who are found to be abusing sick leave within one year of completing Step-1 Sick Abuse shall result in the member automatically escalating to Step-2 Sick Abuse. Please review General Police Order 1.3.06 and ensure that you follow it verbatim.

Pursuant to the Manual of Rules, you are personally responsible for maintaining a current set of General Police Orders either as a paper copy or in electronic format. Furthermore, your Commanding Officer maintains all Divisional directives, which you are obligated to also know pursuant to the Manual of Rules. Please inform your Commanding Officer, through the chain of command, if you cannot access these policies and protocols. If you have any questions, please contact your immediate supervisor for specific answers about any of the Division's policies and protocols and their application.

**This letter is not discipline and should not be regarded as such.**

Sincerely,



Dornat A. Drummond  
Chief of Police

DAD:bpc:cld:kfs

cc: Dorothy Todd, Deputy Chief of Staff  
Sammy Morris, Acting Deputy Chief, Field Operations  
Daniel Fay, Deputy Chief, Administrative Operations  
Harold Pretel, Deputy Chief, HomelandSpecial Operations  
Brian Carney, Commander, Bureau of Compliance  
Michael Butler, Commander, Third District  
Christopher Viland, Superintendent, Internal Affairs Unit  
Mark Maguth, Commander, Bureau of Support Services  
Shawn Smith, Lieutenant, Training Section  
William Mokshefsky, Sergeant, Personnel Unit  
Antoinette McMahan, Sergeant, Medical Unit  
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit  
James O'Malley, President, Fraternal Order of Police, Lodge #8  
George E. Coulter, Assistant Director, Department of Public Safety  
Megan Schenk, Labor Relations Manager, Department of Human Resources  
Monique Young, Labor Relations Officer, Department of Human Resources  
Michael Spreng, Secretary, Civil Service Commission  
Paul Patton, Chief Human Resource Officer  
Aikaterini Houston, Safety Medical Unit Manager  
Eve Bonvissuto, Assistant Administrator, Department of Human Resources  
Sharon Evers, Medical Director, Medical Unit  
Jason Goodrick, Executive Director, Cleveland Community Police Commission  
Hassan Aden, Federal Monitoring Team