



City of Cleveland

Justin M. Bibb, Mayor

Department of Public Safety

Karrie D. Howard, Director
601 Lakeside Avenue, Room 230
Cleveland, Ohio 44114-1015
216/664-2560 • Fax: 216/664-3734
www.cleveland-oh.gov

May 27, 2022

Patrol Officer Thomas Rakovec #1695
C/o Bureau of Special Investigations
1300 Ontario Street
Cleveland, Ohio 44113

Patrol Officer Rakovec #1695:

The City's Civil Service Commission (CSC) approved a Civil Service Commission (CSC) Rule 9.10(14) fitness-for-duty examination. On November 18, 2021, you completed a Functional Capacity Evaluation (FCE) and on November 18, 2021, Doctor Richard Krupkin (MD) concluded that you are no longer able to perform the required functions of a patrol officer and that you will not be able to return to full duty as a patrol officer.

I am scheduling you to reconvene your due process hearing subsequent to your intervening medical evaluation on March 7, 2022. This hearing is to provide you with an opportunity to respond to Doctor Richard Krupkin's conclusions and avoid termination of your City employment as a patrol officer.

The due process hearing has been scheduled for **Friday, June 3, 2022 at 1000 hours** in the Cleveland Public Auditorium, Room: LL09. Should you desire union representation, it is your responsibility to notify your union of this hearing. All officers shall have an opportunity to testify. All testimony provided during the hearing shall be given the same weight as sworn testimony; therefore, your statements can and may be used against you at the hearing or at a later date. **Any documentation that could explain any of the above allegations shall be forwarded to the Case Preparation Unit a minimum of 48 hours prior to the scheduled hearing. Any new or additional evidence brought to the hearing will result in the hearing to be suspended and the matter shall be returned to the Internal Affairs Unit or the Police Review Board for consideration, as appropriate. In addition, it is also your responsibility to bring the documentation to this scheduled hearing.**

If you are to have witnesses appear on your behalf, a Form-1 listing their names must be provided to the Case Preparation Unit via email (CasePrep@clevelandohio.gov) a minimum of 48 hours prior to the scheduled hearing. It is your responsibility to notify said witnesses of the date and time of the hearing. In addition, it is your sole responsibility to ensure the attendance of any witnesses appearing on your behalf. Prior permission for any Division member's attendance **MUST** be obtained from the Case Preparation Unit. Any witnesses that will appear are to be in full uniform of the day. No overtime shall accrue as a result of their attendance.

In accordance with General Police Order 1.1.12: Sworn Officers Uniform Regulations, you are to appear in **"CLASS A" UNIFORM** and have your badge, city issued service weapon, and identification card with you. Failure to attend as ordered may subject you to additional disciplinary charges. You shall **PERSONALLY** contact the Case Preparation Unit (216-623-5022) **IMMEDIATELY** if there are any conflicts that would cause your lack of attendance to the scheduled hearing.

THIS WILL BE YOUR TOUR OF DUTY

Sincerely,

A handwritten signature in black ink, appearing to read 'Karrie D. Howard', with a stylized, cursive script.

Karrie D. Howard, Chief Director
Department of Public Safety

KDH:dad:bpc:cld:kas

cc: Timothy Hennessy, Assistant Director, Department of Public Safety
George E. Coulter, Assistant Director, Department of Public Safety
Dornat A. Drummond, Interim Chief, Division of Police
Joellen O'Neill, Deputy Chief, Executive Officer
Sammy Morris, Acting Deputy Chief, Field Operations
Daniel Fay, Deputy Chief, Administrative Operations
Harold Pretel, Deputy Chief, Homeland Special Operations
Brian Carney, Commander, Bureau of Compliance
Ali Pillow, Commander, Bureau of Special Investigations
William Menzalora, Chief Assistant Director of Law
Antoinette McMahan, Officer-in-Charge, Medical Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Paul Patton, Chief Human Resources Officer
Aikaterini Houston, Safety Medical Unit Manager
Eve Bonvissuto, Assistant Administrator, Department of Human Resources
Sharon Evers, Medical Director, Medical Unit
Jakimah R. Dye, Coordinator of Operations, Department of Public Safety
Richard Rosenthal, Member, Monitoring Team
Michael Evanovich, Investigator, Department of Justice
Hassan Aden, Federal Monitoring Team