



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

November 18, 2022

Sergeant Bryan Moore #9104
C/o Fourth District Headquarters
9333 Kinsman Road
Cleveland, Ohio 44104

Re: OPS2022-0043

Sergeant Moore #9104:

This letter is to advise you, Sergeant Bryan Moore #9104, of the result of the administrative pre-disciplinary hearing you attended on Friday, September 30, 2022. The hearing was held to address the results of an external investigation wherein you were alleged to have engaged in improper procedures and/or misconduct. You were charged with a series of rule violations, which follow:

FACTUAL SUMMARY

On or about February 1, 2022, you, Sergeant Bryan Moore #9041 responded to a call for service as a sector supervisor, as required by policy. You supported your officers in their decision to arrest a male on scene for Domestic Violence and convey him to the Cuyahoga County Jail.

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.

SPECIFICATION

Specification #1: (OPS2022-0043) On or about February 1, 2022, you, Sergeant Bryan Moore #9104, failed to ask any substantive questions and left important decisions to subordinate officers, causing a delay in the complainant's medical care, in violation of General Police Order 3.02.01 and Manual of Rules 1.06. (*Group I Violation*)

This specification is in violation of the rules and procedures of the Division of Police, Department of Public Safety.

RULES, POLICIES AND PROCEDURES

General Police Order 3.02.01: Arrestee Medical and Mental Health Needs (effective: 2/2/2021)

PREDISCIPLINARY HEARING

In attendance at the administrative pre-disciplinary hearing that I presided over, were you, President James O'Malley and Attorney Robert Barrett of the Fraternal Order of Police Lodge #8, Investigator David Hammons and Investigator Julie Delaney of the Office of Professional Standards, Assistant Director Michael Pike of the Department of Law,, Sergeant Terry Lowther of the Internal Affairs Unit, Sergeant Kelly Smith, Assistant Director George Coulter and Assistant Director Jakimah R. Dye of the Department of Public Safety.

During the hearing, you acknowledged receipt of the charge 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 as set forth in the charge letter.

HISTORY, FINDINGS AND CONCLUSIONS

Discipline History

No active discipline.

Findings and Conclusions

- ***Mitigating and Aggravating Factors***

Aggravating: None.

Mitigating: No active discipline.

- ***Anomalies***

None.

Disciplinary Conclusion

A thorough review was conducted by the Department of Public Safety. I have carefully reviewed the investigation completed by the Office of Professional Standards, evidence incorporated into the record by reference, statements made at the hearing, Wearable Camera System (WCS) videos and pertinent laws, rules, policies and procedures. As the responding sector-supervisor on scene to a call for service involving domestic violence, you read the call notes via MCAD (Mobile Computer-Aided Dispatch), spoke to three (3) officers individually, spoke to the arrested male and the complainant. During these conversations, you were not alerted to any medical or mental health needs of the arrested male. You knew from the call notes that the arrested male was involved in alleged Domestic Violence related incident in the Fifth District about an hour prior to the call for service in the Fourth District, that the male was conveyed to his parent's address in the Fourth District and that he was intoxicated. The male was arrested lawfully with all departmental policies being followed and without incident by officers on scene. The arrested male made complaints of "heart palpitations" when he arrived at the Cuyahoga County Jail. The jail's medical staff recommended that he be conveyed to St. Vincent Charity Hospital for further evaluation and officers complied immediately. Within one hour of being treated and released at the hospital, the male was conveyed back to the county jail where he was booked and housed. There was no indication that this male needed medical attention until he made the statement that he was having "heart palpitations" when he arrived at the Cuyahoga County Jail.

Based on the foregoing, I find you "**Not Guilty**," of the administrative charges as set forth in Specification #1. Therefore, this disciplinary action is dismissed.

Sergeant Bryan Moore #9104

November 18, 2022

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Sincerely,

A handwritten signature in black ink, appearing to read "Karrie D. Howard". The signature is fluid and cursive, with the first name "Karrie" being more prominent.

Karrie D. Howard, Chief Director
Department of Public Safety

KDH:DAD:kas

cc: Dornat A. Drummond, Chief, Cleveland Division of Police
Jakimah R. Dye, Assistant Director, Department of Public Safety
George E. Coulter, Assistant Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Daniel Fay, Deputy Chief, Administrative Operations
Harold Pretel, Deputy Chief, Homeland Special Operations
Sammy Morris, Acting Deputy Chief, Field Operations
Brandon Kutz, Commander, Fourth District
Brian Carney, Commander, Bureau of Compliance
Christopher Viland, Superintendent, Internal Affairs Unit
Kenneth Ryan, Lieutenant, Officer-in-Charge, Personnel Section
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Paul Patton, Chief Human Resources Officer
William Menzalora, Chief Assistant Director of Law
Michael Pike, Assistant Director of Law
Amanda Boutton, Assistant Director of Law
Mary L. Bradley, Executive Director, Civil Service Commission
Thomas Fisher, Interim Administrator, Office of Professional Standards
Michael Hess, Chairman, Civilian Police Review Board
Richard Rosenthal, Member, Monitoring Team
Michael Evanovich, Investigator, Department of Justice
Ayesha Bell Hardaway, Interim Monitor, Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission