



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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Cleveland, Ohio 44113
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Disposition Letter

November 16, 2022

Patrol Officer Anthony Rice #1886
C/o Fifth District Headquarters
881 East 152nd Street
Cleveland, Ohio 44110

Re: DBI2022-0086

Patrol Officer Rice #1886:

This letter is to advise you, Patrol Officer Anthony Rice #1886, of the result of the administrative pre-disciplinary hearing, which you attended on October 10, 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.

SPECIFICATION

Specification #1: (DBI2022-0086) On or about June 29, 2022, you, Patrol Officer Anthony Rice #1886, failed to safeguard and secure your city issued equipment (Wearable Camera System) which was entrusted in your care, in violation of General Police Order 4.06.07 and Manual of Rules 6.05. (*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 4.06.07: Equipment Maintenance (effective date: 7/19/2021)

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police 6.05

PREDISCIPLINARY HEARING

In attendance at the administrative pre-disciplinary hearing, were you, First Vice President David Medina, Second Vice President Andrew Gasiewski, and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Second Vice President Luther Roddy of the Black Shield Police Association, Sergeant Kimberly Marti of the Fifth District, Sergeant David Grasha and Sergeant Diane Salomon of the Inspection Unit, Lieutenant Charles DePenti of the Case Preparation Unit, and Deputy Chief Dorothy Todd of the Chief's Office, 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 "No Contest" to the Specification of the administrative charges as set forth in the charging letter. Upon carefully reviewing the evidence presented, the memorialized record, as well as the arguments of you and your representatives, the Hearing Officer recommended that you be found "Guilty" of the Specification.

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 did fail to safeguard and secure your city issued equipment (Wearable Camera System) which was entrusted in your care, as it is now missing.

Based on the foregoing, I find you "**Guilty**" of the Specification, and I am issuing you a **one (1) workday suspension without pay**. This discipline is within the First Group I violation range of the discipline matrix where aggravating factors (*active discipline*,) outweigh mitigating factors (*accepted responsibility*).

In addition, you are required to reimburse the City of Cleveland for the cost of one (1) Wearable Camera (WCS) \$499.00, which you shall have withdrawn from your bi-weekly paychecks and paid/allocated directly to the General Fund of the City of Cleveland in the amount of \$22.25 for twelve (12) months (26 Pay Periods), commencing in Pay Period 26-2022 and completing in Pay Period 25-2023.

The above imposed suspension shall commence, and be effective the next working day after you are served with this notice. You shall surrender your badge, police identification card, unloaded departmentally issued firearm and three (3) loaded magazines plus one (1) live round to your Commanding Officer or designee, at the end of your shift. Upon completion of the suspension days, you shall retrieve the aforementioned property from your Commanding Officer or designee upon reporting for duty.

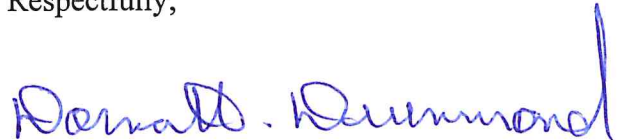
Additionally, you shall, within five (5) workdays of returning from suspension, read General Police Order 4.06.07 and Manual of Rules 6.05, and expect to be reinstructed by a superior officer on that Order and Rule. Upon completion of the reinstruction, you will email a Form-1 (as an attachment) indicating reinstruction, and endorsed by the same superior officer, to:

The Case Preparation Unit (caseprep@clevelandohio.gov)

Lieutenant Charles DePenti (cdepenti@clevelandohio.gov)

It is the Division's earnest desire that this letter will serve as a deterrent against future acts of this nature. Any prospective acts of same or similar conduct may lead to progressive discipline. Pursuant to the terms and conditions of the collective bargaining agreement between the City of Cleveland and the Cleveland Police Patrolmen's Association, verbal disciplinary warnings and disciplinary written reprimands shall not be used for progressive discipline purposes after one (1) year from the date the discipline was administered, and disciplinary suspensions shall not be used for progressive discipline purposes after three (3) years from the date the discipline was administered.

Respectfully,



Dornat A. Drummond
Chief of Police

DAD:bpc:cld:la

cc: Karrie D. Howard, Chief Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Sammy Morris, Acting Deputy Chief, Field Operations
Daniel Fay, Deputy Chief, Administrative Operations
Harold Pretel, Deputy Chief, Homeland Special Services
Kevin Schwarz, Acting Commander, First District
Brian Carney, Commander, Bureau of Compliance
Christopher Viland, Superintendent, Internal Affairs
Kenneth Ryan, Lieutenant, Personnel Unit
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Paul Patton, Chief Human Resource Officer
Ahmed Abonamah, Director, Department of Finance
George E. Coulter, Assistant Director, Department of Public Safety
Monique Tabb-Young, Labor Relations Officer, Human Relations
William Menzalora, Chief Assistant Director of Law
Delante Thomas, Chief Ethics Officer
Mary L. Bradley Executive Director, Civil Service Commission
Richard Rosenthal, Member, Monitoring Team
Michael Evanovich, Investigator, Department of Justice
Ayesha Hardaway, Federal Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission