



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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## Pre-Disciplinary Hearing Letter

October 25, 2022

**Patrol Officer Jummai Graves #1635**  
**C/o Third District Headquarters**  
**4501 Chester Avenue**  
**Cleveland, Ohio 44103**

**Re: DBI2022-0082**

Patrol Officer Graves #1635:

Please be advised, in accordance with Article 28 of the collective bargaining agreement between the City of Cleveland and the Cleveland Police Patrolmen's Association, a pre-disciplinary hearing has been scheduled to determine whether you violated the following provisions of the Manual of Rules, Department of Public Safety and the Rules of the Civil Service Commission of the City of Cleveland.

### **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:** (DBI2022-0082) On or about June 27, 2022, you, Patrol Officer Jummai Graves #1635, were derelict in your duties when you failed to assist your partner, who was in a physical struggle with a male that was actively resisting, in violation of Manual of Rules 1.07 and 4.11. (*Group II Violation*)

**Specification #2:** (DBI2022-0082) On or about June 27, 2022, you, Patrol Officer Jummai Graves #1635, failed to notify Communications Control Section when your partner was in a physical struggle with a male that was actively resisting, in violation of Manual of Rules 1.07 and 4.10. (*Group II Violation*)

**Specification #3:** (DBI2022-0082) On or about June 27, 2022, you, Patrol Officer Jummai Graves #1635, violated the Cleveland Division of Police grooming standards when you were observed with your hair extending below the lower edge of your shirt collar, in violation of General Police Order 1.04.01 and Manual of Rules 1.07, 2.02, 2.03 and 2.04. (*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 1.04.01: Grooming Standards** (effective: 12/30/20)

**POLICY:** It is the policy of the Cleveland Division of Police to ensure that all members present a neat, clean, and professional appearance while on-duty, off-duty engaged in secondary employment, or otherwise representing the City of Cleveland or the Division of Police.

#### **PROCEDURES:**

##### **II. Grooming Standards Specific to Female Members**

- A. Hair shall be kept in a short or medium style and shall not extend below the lower edge of the shirt collar.
  - 1. Longer hair may be brought into compliance by being worn up.
    - a. Pins, barrettes, bands, and clips are permissible to the extent that they are inconspicuously placed for the sole purpose of holding hair in place and are conservative in design and color.

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

##### **I. SWORN POLICE RANKS**

###### **1.07 Patrol Officer**

Patrol Officers shall be held responsible for the good order of their assignment and shall be prepared at all times to inform their superior officers of the conditions of their post, beat, or zone.

They shall be under the immediate supervision of the head of the administrative unit to which assigned. They shall perform such duties and work such hours as designated by their superior officer. They shall cooperate with all other personnel in the performance of police duties.

They shall acquire a thorough knowledge of the criminal laws and the rules of evidence so that they may carry out their duties in an efficient manner.

## II. ADMINISTRATIVE COMPLIANCE

- 2.02 Personnel shall not willfully disobey any rules, General Police Orders or directives of the Division of Police, or any lawful orders, written or oral, issued to them by a superior officer of the Division of Police.
- 2.03 Personnel shall perform all duties required by rules, General Police Orders, directives, or orders of the Division of Police.
- 2.04 Personnel shall study all rules, General Police Orders and directives pertaining to their duties, and shall be held accountable for any action contrary to these instructions.

## IV. DUTY

- 4.10 Personnel shall advise the radio dispatcher immediately of any incident, event or occurrence that may indicate the beginning of a significant civil disturbance, disaster, catastrophe or other police incident of a serious nature.
- 4.11 Personnel shall act immediately in every instance that comes to their attention where police assistance is required.

## HEARING INFORMATION

The pre-disciplinary hearing is scheduled for **Monday, November 14, 2022, at 1000 hours** in the **Cleveland Division of Police Headquarters, Room 924**. 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](mailto: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: Uniform and Clothing 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**

**THESE CHARGES MAY BE AMENDED AT A LATER DATE**

Sincerely,



Dornat A. Drummond  
Chief of Police

DAD:bpc:cld

cc: Karrie D. Howard, Chief Director, Department of Public Safety  
Dorothy Todd, Deputy Chief of Staff  
Sammy Morris, Acting Deputy Chief, Field Operations  
Brian Carney, Commander, Bureau of Compliance  
Michael Butler, Commander, Third District  
Robert Simon, Captain, Office of Compliance  
Jarod Schlacht, Lieutenant, Internal Affairs Unit  
Christopher Viland, Superintendent, Internal Affairs Unit  
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit  
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association  
Mark Griffin, Chief Director of Law  
William Menzalora, Chief Assistant Director of Law  
Timothy Puin, Assistant Director of Law  
Delante Thomas, Chief Ethics Officer  
Richard Rosenthal, Member, Monitoring Team  
Michael Evanovich, Investigator, Department of Justice  
Hassan Aden, Federal Monitoring Team  
Jason Goodrick, Executive Director, Cleveland Community Police Commission