



City of Cleveland  
Justin M. Bibb, Mayor

Department of Public Safety  
Karrie D. Howard, Director  
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[www.cleveland-oh.gov](http://www.cleveland-oh.gov)

October 7, 2022

**Patrol Officer Ashley Santa #1358**  
**C/o Fourth District Headquarters**  
**9333 Kinsman Road**  
**Cleveland, Ohio 441102**

**Re: CPD2021-0087**

Patrol Officer Santa #1358:

This letter is to advise you, Patrol Officer Ashley Santa #1358, of the result of the administrative pre-disciplinary hearing you attended on Friday, July 22, 2022. The hearing was held to address the results of an internal 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 August 19, 2021, you, Patrol Officer Ashley Santa #1358 used your personal cell phone to take a photo of a crime victim while on duty and outside the scope of your duties as a patrol officer. You then shared the photo of the crime victim via your personal cell phone while on duty to other members of the Division of Police via text message and on social media.

#### **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:** (CPD2021-0087) On or about August 19, 2021 you, Patrol Officer Ashley Santa #1358, used your personal cell phone to capture a photo of a crime victim while on duty and outside the scope of your duties, in violation of General Police Order 4.06.04. (*Group I Violation*)

**Specification #2:** (CPD2021-0087) On or about August 19, 2021 you, Patrol Officer Ashley Santa #1358, shared a photo of a crime victim via your personal cell phone while on duty and uploaded this photo to a social media platform, which would also reasonably tend to diminish the esteem of the Division, all in violation of General Police Order 7.03.03 and Manual of Rules 5.01. (*Group III 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 4.06.04: Wearable Camera System** (Effective Date: January 1, 2020)

**General Police Order 7.03.03: Social Media Policy and Usage** (Effective date: August 24, 2020)

**Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police 5.01**

### **PREDISCIPLINARY HEARING**

In attendance at the administrative pre-disciplinary hearing that I presided over were you, Vice President David Medina, Second Vice President Andrew Gasiewski and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Superintendent Christopher Viland and Sergeant Jayson Young of the Internal Affairs Unit, Assistant Director of Law Michael Pike, Lieutenant Charles DePenti of the Case Preparation 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 "No Contest" to Specification #1 and "Not Guilty" to Specification #2, as set forth in the charge letter.

### **HISTORY, FINDINGS, AND CONCLUSIONS**

#### ***Discipline History***

9/29/2021-2/15/2022—Vehicle Pursuit, WCS Violation—Written Reprimand

#### ***Findings and Conclusions***

- ***Mitigating and Aggravating Factors***

Mitigating: Accepted responsibility.

Aggravating: Active discipline, multiple violations and a demonstrable legal risk to the Division or City.

- ***Anomalies***

None.

#### ***Disciplinary Conclusion***

A thorough review was conducted by the Department of Public Safety. Upon carefully reviewing the evidence incorporated into the record by reference, statements made at the hearing, and pertinent rules, policies and procedures, I have determined that you, Patrol Officer Ashley Santa #1358 violated General Police Order 4.06.04 when you used your personal cell phone to take a live photo of a crime victim via the "Boomerang" app while on duty and outside the scope of your duties (Specification #1). You violated General Police order 7.03.03 and Manual of Rules 5.01 when you shared this live photo of a crime victim via your personal cell phone while on duty to other members of the Division of Police via text message and on the Social Media Platform *Snapchat*. Your partner's WCS video captured the live photo that you took and shared on the "GroupMe" messaging app where it was further shared with



other members of the Division of Police. Having seen someone in distress or a vulnerable situation, in need of aid, you missed an opportunity to respond as expected of a member of the Cleveland Division of Police. Instead you sought to find entertainment by taking a picture with your personal cell phone, and then share the photo of a victim in need with other officers, again for entertainment.

As a member of the Cleveland Division of Police, Department of Public Safety, you are obligated to abide by the Division's Manual of Rules, General Police Orders, and Code of Ethics; as well as the City's Human Resources Policies and the Civil Service Rules. These rules, codes and policies require members to acknowledge that the course of our duties place us in situations that require and demand public trust. Members are expected to carry out duties in a manner that promotes a culture of integrity and set high standards of professionalism. Your actions were inappropriate, distasteful, insensitive and a violation of public trust.

The Division of Police cannot operate and professionally meet its objectives while tolerating a failure to comply with professional expectations or being subject to utter disregard for policy. Not only does the aforementioned conduct reasonably tend to diminish the esteem of the Division of Police in the eyes of the public, it has no place in any Department or Division within the City of Cleveland.

Based on the foregoing, I find you **"Guilty"** of Specifications #1 and #2. **Consistent with City of Cleveland policies and procedures, I am issuing you a twenty (20) workday suspension without pay for one (1) First Group III Violation and one (1) Second Group I Violation.** This corrective action is within the First Group III violation range of the discipline matrix where aggravating factors (*active discipline, multiple violations and existence of a demonstrable legal risk to the Division or City*) outweigh mitigating factors (*accepted responsibility*).

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) work days of returning from suspension, read General Police Order 4.06.04, General Police Order 7.03.03 and Manual of Rules 5.01, and expect to be reinstructed by a superior officer on those Orders and that Rule. Upon completion of the reinstruction, you will email (as an attachment) indicating reinstruction, and endorsed by the same superior officer, to the Case Preparation Unit (caseprep@clevelandohio.gov) and The Department of Public Safety (publicsafetyadmin@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

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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.

Sincerely,

A handwritten signature in black ink, appearing to read "Karrie D. Howard", written over a horizontal line.

Karrie D. Howard, Chief Director  
Department of Public Safety

KDH:dad:kas

cc: Dornat Drummond, Chief, Division of Police  
George Coulter, Assistant Director of Operations, Department of Public Safety  
Jakimah R. Dye, Assistant Director, Department of Public Safety  
Sammy Morris, Acting Deputy Chief, Field Operations  
Brian Carney, Commander, Bureau of Compliance  
Brandon Kutz, Commander, Fourth District  
William Menzalora, Chief Assistant Director of Law  
Michael Pike, Assistant Director of Law  
Amanda Boutton, Assistant Director of Law  
Christopher Viland, Superintendent, Internal Affairs Unit  
William Mokshefsky, Sergeant, Officer-in-Charge, Personnel Unit  
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association  
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit  
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit  
Paul Patton, Director, Department of Human Resources  
Michael Spreng, Secretary, Civil Service Commission  
Michael Hess, Chairman, Civilian Police Review Board  
Michael Evanovich, Investigator, Department of Justice  
Richard Rosenthal, Member, Monitoring Team  
Jason Goodrick, Executive Director, Cleveland Community Police Commission  
Hassan Aden, Federal Monitoring Team