



City of Cleveland
Justin M. Bibb, Mayor

Department of Public Safety

Dornat (Wayne) A. Drummond, Chief
FBI NA #230
Division of Police
1300 Ontario Street, Suite 929
Cleveland, Ohio 44113
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Disposition Letter

October 24, 2022

**Chief Dispatcher Lisa Blevins #229
C/o Bureau of Communications and Property Control
3401 Chester Avenue
Cleveland, Ohio 44103**

Re: OPS2020-0093

Dispatcher Lisa Blevins #56:

This letter is to advise you, Chief Dispatcher Lisa Blevins #229, of the result of the administrative pre-disciplinary hearing you attended on June 23, 2022, to address an external 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: (OPS2020-0093) The Civilian Police Review Board (CPRB) is recommending to the Chief of Police that the allegation of *Unprofessional Conduct* be sustained against you, Dispatcher Lisa Blevins #56, that on or about May 31, 2020, when on your public Facebook page that depicted you in your Dispatcher's uniform, made several comments that advocated for the neglect of the City of Cleveland infrastructure, accused all protesters of rioting, accused Black Lives Matter of being a terrorist organization, and liked a comment that stated protesters should be shot, all in violation of Manual of Rules 5.01. (*Group II Violation*)

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

RULES, POLICIES AND PROCEDURES

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

HEARING INFORMATION

In attendance at the administrative pre-disciplinary hearing, were you, Vice President David Medina, Second Vice President Andrew Gasiewski and Attorney Keith Wolgamuth of the Cleveland Police Patrolmen's Association, Chief Dispatcher Felipe Davila and Chief Dispatcher Amanda Kline of the Bureau of Communications and Property Control, Dominic Saturday of the Ohio Patrolmen's Benevolent Association, Investigator Keith Oliver and Investigator Julie Delaney of the Office of Professional Standards, Commander Brian Carney of the Bureau of Compliance and Deputy Chief Daniel Fay of Administrative Operations, 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 "Not Guilty" to the specification as set forth in the charging letter. Upon reviewing the evidence presented, the memorialized record, as well as the arguments of you and your representatives, the Hearing Officer recommended that you be issued a Letter of Reinstruction.

FINDINGS AND CONCLUSION

I have carefully reviewed the evidence incorporated into the record by reference, statements made at the hearing, and pertinent rules, policies, procedures and protected Constitutional Rights. I concur with the findings of the Civilian Police Review Board. When you used the "Like" button to show support for the opinion that protesters downtown on May 30, 2020, should have been shot, you violated not only Manual of Rules 5.01, but also General Police Orders 1.01.02: Division Mission Statement, 1.01.03: Division Values and 1.07.08: Bias Free Policing. I would have found you "guilty", consistent with the Civilian Police Review Board's recommendation as a Group II violation; and because you have active Group II discipline, the discipline would have been in the Second Group II violation range. However, because the required *Ten Day Notice of Investigation* was not issued to you by the Office of Professional Standards (as required by the CPPA Civilian Collective Bargaining Agreement, Article 31), I am contractually barred from imposing discipline.

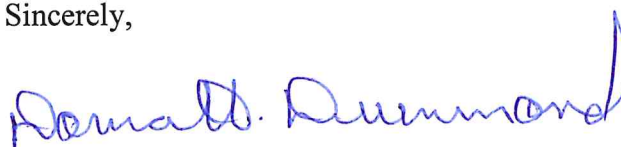
Based on the foregoing, I accept and adopt the recommendation of the Hearing Officer and I believe reinstruction is appropriate. Therefore, I am issuing you this **Non-disciplinary Letter of Reinstruction**. Additionally, you shall, read **General Police Orders 1.01.02, 1.01.03 and 1.07.08, and Manual of Rules 5.01**, and expect to be reinstructed by a superior officer on those Orders and Rules. 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).

Pursuant to the Manual of Rules, you are personally responsible for maintaining a current set of General Police Orders either as a paper copy or in electronic format. Furthermore, your Commanding Officer maintains all Divisional directives, which you are obligated to also know pursuant to the Manual of Rules. Please inform your Commanding Officer, through the chain of command, if you cannot access these policies and protocols. If you have any questions, please contact your immediate supervisor for specific answers about any of the Division's policies and protocols and their application.

This letter is not discipline and should not be regarded as such.

Sincerely,



Dornat A. Drummond
Chief of Police

DAD:bpc:cld:kfs

cc: Karrie D. Howard, Chief Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Daniel Fay, Deputy Chief, Administrative Operations
Brian McEntee, Acting Commander, Bureau of Communication and Property Control
Brian Carney, Commander, Bureau of Compliance
Robert Simon, Captain, Office of Compliance
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
Michael Spreng, Secretary, Civil Service Commission
Richard Rosenthal, Member, Monitoring Team
Michael Evanovich, Investigator, Department of Justice
Mark Maguth, Commander, Bureau of Support Services
Shawn Smith, Lieutenant, Training Section
Kenneth Ryan, Lieutenant, Personnel Unit
Paul Patton, Director, Department of Human Resources
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Thomas Fisher, Interim Administrator, Office of Professional Standards
Eric Richardson, Acting Senior Investigator, Office of Professional Standards
David Gatian, Vice Chairman, Civilian Police Review Board
Michael Hess, Chairperson, Civilian Police Review Board
Jason Goodrick, Executive Director, Cleveland Community Police Commission
Hassan Aden, Federal Monitoring Team