



## City of Cleveland

Justin M. Bibb, Mayor

### Department of Public Safety

Dornat (Wayne) A. Drummond, Interim Chief

FBI NA #230

Division of Police

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## Disposition Letter

July 14, 2022

**Patrol Officer Adrian Calhoun #218**  
**C/o Bureau of Community Relations**  
**1300 Ontario Street**  
**Cleveland, Ohio 44113**

**Re: UOF2022-0077**

Patrol Officer Calhoun #218:

This letter is to advise you, Patrol Officer Adrian Calhoun #218, of the result of the administrative pre-disciplinary hearing, which you attended on June 27, 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:** (UOF2022-0077) On or about April 4, 2022, you, Patrol Officer Adrian Calhoun #218, were not approved for secondary employment at Rocket Mortgage Field House, in violation of General Police Order 1.02.13. (*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 1.02.13: Secondary Employment** (effective: 12/30/20)

### **PREDISCIPLINARY HEARING**

In attendance at the administrative pre-disciplinary hearing, were you, President Jeffrey Follmer, Vice President David Medina, Second Vice President Andrew Gasiewski and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, First Vice President Luther Roddy of the Black Shield Police Association, Sergeant Saladin Sudberry of the Third District, Lieutenant Charles DePenti of the Case Preparations Unit and Deputy Chief Harold Pretel, who presided over the hearing.

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 of the administrative charge 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 carefully reviewed the evidence incorporated into the record by reference, statements made at the hearing, and pertinent rules, policies and procedures, and I have accepted the recommendation of the Hearing Officer. I find that you did violate General Police Order 1.02.13 on April 4, 2022, when you were working secondary employment at Rocket Mortgage Field House without approval. Therefore, I find you "**Guilty**" of Specification #1 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 (*liability to the City and was aware of General Police Order 1.02.13 via Divisional Notice 2021-0264 issued November 11, 2021*) outweigh mitigating factors (*accepted responsibility, no discipline and had previously approved secondary employment requests*).

**Additionally, you shall, within five (5) work days of returning from suspension, read General Police Order 1.02.13 and expect to be reinstructed by a superior officer on that Order. 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.

Patrol Officer Adrian Calhoun #218

July 14, 2022

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Respectfully,



Dornat A. Drummond  
Interim Chief of Police

DAD:bpc:cld:kfs

cc: Sammy Morris, Acting Deputy Chief, Field Operations  
Harold Pretel, Deputy Chief, Homeland Special Operations  
Brian Carney, Commander, Bureau of Compliance  
Christopher Viland, Superintendent, Internal Affairs  
Arnel Rose, Acting Commander, Bureau of Community Policing  
William Mokshefsky, Acting Lieutenant, Officer-in-Charge, 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  
William Menzalora, Chief Assistant Director of Law  
Paul Patton, Chief Human Resource Officer  
George E. Coulter, Assistant Director, Department of Public Safety  
Monique Young, Labor Relations Officer, Department of Human Resources  
Michael Spreng, Secretary, Civil Service Commission  
Hassan Aden, Federal Monitoring Team  
Jason Goodrick, Executive Director, Cleveland Community Police Commission