



City of Cleveland
Justin M. Bibb, Mayor

Department of Public Safety
Dornat (Wayne) A. Drummond, Interim Chief
FBI NA #230
Division of Police
1300 Ontario Street, Suite 929
Cleveland, Ohio 44113
216/623-5005 • 216/623-5584 Fax
www.clevelandohio.gov

Disposition Letter *Amended

July 18, 2022

Patrol Officer Cassandra Nickel #229
C/o Third District Headquarters
4501 Chester Avenue
Cleveland, Ohio 44103

Re: Instruction and Counseling (SR2022-0263)

Patrol Officer Nickel #229:

This letter is to advise you, Patrol Officer Cassandra Nickel #229, of the result of the administrative pre-disciplinary hearing 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: (SR2022-0263) During the Fourth Quarter 2021 sick review, you, Patrol Officer Cassandra Nickel #229, used sixty (60) hours of undocumented sick time and displayed a pattern of sick use that preceded or followed scheduled vacation days or compensatory time, in violation of General Police Order 1.3.06. (*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 1.3.06: Sick Leave Review (revised: 3/14/13)

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police: 2.02, 2.03 and 2.04

HEARING INFORMATION

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, Vice President Luther Roddy of the Black Shield Police Association, Sergeant Eric Newton of the Third District, Lieutenant Charles DePenti of the Case Preparation Unit and Deputy Chief Harold Pretel of Homeland Special 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 Specification #1 of the administrative charge 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 and be placed on Step-1 of the Sick Leave Abuse Control Program..

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 violated General Police Order 1.3.06 when you used sixty (60) hours of undocumented sick time and displayed a pattern of sick use that preceded or followed scheduled vacation days or compensatory time. Therefore, I am issuing you this **Non-disciplinary Letter of Reinstruction and placing you on Step-1 of the Sick Leave Abuse Control Program**. Pursuant to the procedures of Step-1 Sick Abuse, you are to provide documentation to the Medical Director prior to being returned to duty for any sick leave taken from the date of this letter until July 18, 2023. Further, members who are found to be abusing sick leave within one year of completing Step-1 Sick Abuse shall result in the member automatically escalating to Step-2 Sick Abuse. Please review General Police Order 1.3.06 and ensure that you follow it verbatim.

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
Interim Chief of Police

Patrol Officer Cassandra Nickel #229

July 18, 2022

Page 3 of 3

DAD:bpc:cld:kfs

cc: Sammy Morris, Acting Deputy Chief, Field Operations
Harold Pretel, Deputy Chief, HomelandSpecial Operations
Brian Carney, Commander, Bureau of Compliance
Dorothy Todd, Commander, Third District
Christopher Viland, Superintendent, Internal Affairs Unit
Mark Maguth, Commander, Bureau of Support Services
Shawn Smith, Lieutenant, Training Section
William Mokshefsky, Sergeant, Personnel Unit
Antoinette McMahan, Sergeant, Medical 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
George E. Coulter, Assistant Director, Department of Public Safety
Monique Young, Labor Relations Officer, Department of Human Resources
Michael Spreng, Secretary, Civil Service Commission
Paul Patton, Chief Human Resource Officer
Aikaterini Houston, Safety Medical Unit Manager
Eve Bonvissuto, Assistant Administrator, Department of Human Resources
Sharon Evers, Medical Director, Medical Unit
Jason Goodrick, Executive Director, Cleveland Community Police Commission
Hassan Aden, Federal Monitoring Team