



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 Othelia Hayden #600  
C/o Fourth District Headquarters  
9333 Kinsman Road  
Cleveland, Ohio 44104**

**Re: DBI2021-0138**

Patrol Officer Hayden #600:

This letter is to advise you, Patrol Officer Othelia Hayden #600, 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.

**SPECIFICATIONS**

**Specification #1:** (DBI2021-0138) On or about February 8, 2021, you, Patrol Officer Othelia Hayden #600, failed to activate your Wearable Camera System (WCS) prior to responding to a call for service (2021-038610), in violation of General Police Order 4.06.04. (*Group I Violation*)

**Specification #2:** (DBI2021-0138) On or about February 8, 2021, you, Patrol Officer Othelia Hayden #600, failed to activate your Wearable Camera System (WCS) prior to responding to a call for service (2021-038630), in violation of General Police Order 4.06.04. (*Group I Violation*)

**Specification #3:** (DBI2021-0138) On or about February 8, 2021, you, Patrol Officer Othelia Hayden #600, failed to complete a process tow after receiving a LEADS message that indicated hold for process in connection with the Vehicle Identification Number (VIN) for other wants, in violation of General Police Order 6.2.13. (*Group I Violation*)

**Specification #4:** (DBI2021-0138) On or about February 8, 2021, you, Patrol Officer Othelia Hayden #600, failed to complete a LERMS report when you recovered a vehicle taken in an Aggravated Robbery, in violation of General Police Order 6.2.13. (*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 4.06.04: Wearable Camera System (WCS)** (effective: 1/1/20)

**General Police Order 6.2.13: Stolen/Unauthorized Use of Motor Vehicle Recovery Investigations** (effective: 3/1/02)

### **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, Vice President Luther Roddy of the Black Shield Police Association, Lieutenant Charles DePenti of the Case Preparations Unit and Deputy Chief Howard Pretel of Homeland Special Operations, 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 each specification as set forth in the charge 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 each 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. Per your admission, you failed to activate your Wearable Camera System on two separate assignments (2021-038610 and 2021-038630) – Specifications #1 and #2. You also admitted to failing to complete a process tow and failing to complete a LERMS report, both required by policy – Specifications #3 and #4. Because you have two previous active Group I sustained violations, the discipline automatically progresses to the next higher group. As such, I am issuing you a **six (6) workday suspension without pay**. This discipline is within the First Group II violation range of the discipline matrix where mitigating factors (*accepted responsibility, are not usually assigned patrol responsibilities*) outweigh aggravating factors (*active discipline, multiple violations*).

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**Additionally, you shall, within five (5) work days of returning from suspension, read General Police Orders 4.06.04: Wearable Camera System (WCS) and 6.2.13: Stolen/Unauthorized Use of Motor Vehicle Recovery Investigations, and expect to be reinstructed by a superior officer on those Orders. 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.

Respectfully,



Dornat A. Drummond  
Interim Chief of Police

DAD:bpc:cld

cc: Sammy Morris, Acting Deputy Chief, Field Operations  
Howard Pretel, Deputy Chief, Homeland Special Operations  
Brandon Kutz, Commander, Fourth District  
Brian Carney, Commander, Bureau of Compliance  
Christopher Viland, Superintendent, Internal Affairs  
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