



City of Cleveland
Justin M. Bibb, Mayor

Department of Public Safety
Dornat (Wayne) A. Drummond, Chief
FBI NA #230
Division of Police
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Disposition Letter

December 16, 2022

**Sergeant Bryan Moore #9104
Fourth District Headquarters
9333 Kinsman Road
Cleveland, Ohio 44104**

Re: CPD2022-0042

Sergeant Moore #9104:

This letter is to advise you, Sergeant Bryan Moore #9104, of the result of the administrative pre-disciplinary hearing you attended on December 7, 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: (CPD2022-0042) On or about Monday, March 07, 2022, while acting in the capacity of a sector supervisor (4S33), you, Sergeant Bryan Moore #9104, failed to report alleged officer misconduct per policy as reported to you by your subordinates via phone call and an incident report that you signed and forwarded, in violation of General Police Order (GPO) 1.07.05 and Manual of Rules 2.04 and 5.01. (*Group II Violation*)

This specification violates the rules and procedures of the Division of Police, Department of Public Safety.

RULES, POLICIES AND PROCEDURES

General Police Order 1.07.05: Internal Complaints of Misconduct (effective: 2/21/20)

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police 2.04 and 5.01

HEARING INFORMATION

In attendance at the administrative pre-disciplinary hearing were you, President James O'Malley and Attorney Joseph Mando of the Fraternal Order of Police, Lodge #8, Second Vice President Mister Jackson of the Black Shield Police Association, Sergeant Michael Schwebs of the Internal Affairs Unit, Lieutenant Charles DePenti of the Case Preparation Unit and Deputy Chief of Administrative Operations Daniel Fay, 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 the Specification #1 of the administrative charge as set forth in the charge letter. Upon reviewing the evidence presented, the memorialized record, as well as the arguments of you and your representatives, the Hearing Officer recommended that the Group II violation be amended to a Group I violation and you be issued a Letter of Reinstruction.

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 were aware that the report was being made by an individual with a history of making dubious reports of menacing. In the report regarding your specification (2022-062633), the narrative section contained, "Upon our arrival, we spoke with the victim, Ashley Brown, who stated that a male named Wesley Reyes, who is a pastor and a police officer is possibly standing outside of her house with other unknown males trying to intimidate her." You stated at the pre-disciplinary hearing that you do not know Wesley Reyes and had never heard of him before this report. You further stated that you did not notice the suspect (not a "Named Suspect") was a police officer in the narrative.

Based on the foregoing, I am amending the Group II violation to a Group I violation and I believe reinstruction is appropriate. Therefore, I am issuing you this **Non-disciplinary Letter of Reinstruction**, as you should have been more careful in reading the report, even with the questionable nature of the complainant. Please review General Police Order 1.07.05 and Manual of Rules 2.04 and 5.01, and ensure that you follow them verbatim.

Pursuant to the Manual of Rules, you are 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 also obligated to know under 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 questions, please contact your immediate supervisor for specific answers about the Division's policies and protocols and their application.

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

Sergeant Bryan Moore #9104

December 16, 2022

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Sincerely,



Dornat A. Drummond
Chief of Police

DAD:bpc:cld:la

cc: Karrie D. Howard, Chief Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Sammy Morris, Acting Deputy Chief, Field Operations
Harold Pretel, Deputy Chief, Homeland Special Operations
Daniel Fay, Deputy Chief, Administrative Operations
Brian Carney, Commander, Bureau of Compliance
Maurice Brown, Commander, Fourth District
Robert Simon, Captain, Office of Compliance
Christopher Viland, Superintendent, Internal Affairs Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
James O'Malley, President, Fraternal Order of Police, Lodge #8
William Menzalora, Chief Assistant Director of Law
Delante Thomas, Chief Ethics Officer
Mary L. Bradley, Executive Director, Civil Service Commission
Sylvia Grimes, Secretary, Civilian Police Review Board
Michael Hess, Chairperson, Civilian Police Review Board
Richard Rosenthal, Member, Monitoring Team
Michael Evanovich, Investigator, Department of Justice
Ayesha Bell Hardaway, Interim Monitor, Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission
Dr. Leigh Anderson, Executive Director of the Police Accountability Team