



City of Cleveland  
Justin M. Bibb, Mayor

Department of Public Safety  
Karrie D. Howard, Director  
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February 8, 2022

**Patrol Officer John Mayer #1556**  
**C/o First District Headquarters**  
**3895 West 130<sup>th</sup> Street**  
**Cleveland, Ohio 44111**

**Re: CPD2020-0091**

Patrol Officer Mayer #1556:

This letter is to advise you, Patrol Officer John Mayer #1556, of the result of the administrative pre-disciplinary hearing you attended on Friday, January 7, 2022. The hearing was held to address the results of an internal investigation wherein you were alleged to have engaged in improper procedures and/or misconduct. You were charged with a series of rule violations, which follow:

#### **FACTUAL SUMMARY**

On or about September 14, 2020, you, Patrol Officer John Mayer #1556, failed to place your Wearable Camera System (WCS) into event mode while taking information for a report.

#### **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.

#### **RULES, POLICIES AND PROCEDURES**

**General Police Order 4.06.04: Wearable camera System (WCS)** (effective: 1/1/20)

#### **SPECIFICATION**

**Specification #1:** (CPD2020-0091) On or about September 14, 2020, you, Patrol Officer John Mayer #1556, failed to place your Wearable Camera System (WCS) into event mode while taking information for a report, in violation of General Police Order 4.06.04. (*Group I Violation*)

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

### **PREDISCIPLINARY HEARING**

In attendance at the administrative pre-disciplinary hearing Assistant Director of Public Safety Timothy Hennessy presided over, 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, Sergeant Ian Mussell of the Internal Affairs Unit, Sergeant Kelly Smith of the Chief's Office, Assistant Director Michael Pike of the Law Department, and Coordinator of Operations Jakimah R. Dye of the Department of Public Safety.

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 "Not Guilty" to the Specification as set forth in the charge letter.

### **HISTORY, FINDINGS AND CONCLUSIONS**

#### ***Discipline History***

No active discipline history

#### ***Findings and Conclusions***

- ***Mitigating and Aggravating Factors***

Mitigating: no active discipline

Aggravating: you have been assigned a Wearable Camera System (WCS) for more than one year

- ***Anomalies***

None.

#### ***Disciplinary Conclusion***

A thorough review was conducted by the Department of Public Safety. Upon carefully reviewing the evidence incorporated into the record by reference, statements made at the hearing, and pertinent rules, policies and procedures, I have determined that you, Patrol Officer John Mayer #1556, violated General Police Order 4.06.04 when you failed to place your Wearable Camera System (WCS) into event mode while taking information for a report. As such I find you "**Guilty**" of the Specification. **Consistent with City of Cleveland policies and procedures, I am issuing you a one (1) workday suspension without pay for a Group I Violation.** This corrective action is within the First Group I violation range of the discipline matrix where aggravating factors (*WCS issued for more than one year*) outweigh mitigating factors (*no active discipline*).

The above imposed suspension shall commence, and be effective the next working day after you are served with this notice. You shall surrender your badge, police identification card, unloaded departmentally issued firearm and three (3) loaded magazines plus one (1) live round to your Commanding Officer or designee, at the end of your shift. Upon completion of the suspension days, you shall retrieve the aforementioned property from your Commanding Officer or designee upon reporting for duty. **Additionally, you shall, within five (5) work days of returning from suspension, read General Police Orders 4.06.04 and be reinstructed by a superior officer on that Order.**

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

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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.

Sincerely,



Karrie D. Howard, Director  
Department of Public Safety

KDH:dad:bpc:cld:kas:la

cc: Dornat A. Drummond, Interim Chief, Cleveland Division of Police  
Timothy Hennessy, Assistant Director, Department of Public Safety  
Joellen O'Neill, Deputy Chief, Executive Officer  
Sammy Morris, Acting Deputy Chief, Field Operations  
Daniel Fay, Deputy Chief, Administrative Operations  
Harold Pretel, Deputy Chief, Homeland Special Operations  
Brian Carney, Commander, Bureau of Compliance  
Michael Butler, Commander, First District  
Robert Simon, Captain, Internal Affairs Unit  
William Mokshefsky, Officer-in-Charge, Personnel Section  
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit  
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit  
Jeffrey Follmer, President, Cleveland Police Patrolman's Association  
William Menzalora, Chief Assistant Director of Law  
Michael Pike, Assistant Director of Law, Public Safety  
Paul Patton, Chief Human Resources Officer  
Jakimah R. Dye, Coordinator of Operations, Department of Public Safety  
George E. Coulter, Assistant Director, Department of Public Safety  
Michael Spreng, Secretary, Civil Service Commission  
Richard Rosenthal, Member, Monitoring Team  
Michael Evanovich, Investigator, Department of Justice  
Jason Goodrick, Executive Director, Cleveland Community Police Commission  
Hassan Aden, Federal Monitoring Team