



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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Cleveland, Ohio 44113  
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Disposition Letter

November 28, 2022

**Patrol Officer Jummai Graves #1635**  
**C/o Third District Headquarters**  
**4501 Chester Avenue**  
**Cleveland, Ohio 44103**

**Re: DBI2022-0082**

Patrol Officer Graves #1635:

This letter is to advise you, Patrol Officer Jummai Graves #1635, of the result of the administrative pre-disciplinary hearing, which you attended on November 14, 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:** (DBI2022-0082) On or about June 27, 2022, you, Patrol Officer Jummai Graves #1635, were derelict in your duties when you failed to assist your partner, who was in a physical struggle with a male that was actively resisting, in violation of Manual of Rules 1.07 and 4.11. (*Group II Violation*)

**Specification #2:** (DBI2022-0082) On or about June 27, 2022, you, Patrol Officer Jummai Graves #1635, failed to notify Communications Control Section when your partner was in a physical struggle with a male that was actively resisting, in violation of Manual of Rules 1.07 and 4.10. (*Group II Violation*)

**Specification #3:** (DBI2022-0082) On or about June 27, 2022, you, Patrol Officer Jummai Graves #1635, violated the Cleveland Division of Police grooming standards when you were observed with your hair extending below the lower edge of your shirt collar, in violation of General Police Order 1.04.01 and Manual of Rules 1.07, 2.02, 2.03 and 2.04. (*Group I Violation*)

These specifications violate the rules and procedures of the Division of Police, Department of Public Safety.

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

**General Police Order 1.04.01: Grooming Standards** (effective: 12/30/20)

**Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police 1.07, 2.02, 2.03, 2.04, 4.10, and 4.11**

### **PREDISCIPLINARY HEARING**

In attendance at the administrative pre-disciplinary hearing, were you, First Vice President David Medina, Second Vice President Andrew Gasiewski, and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Vice President Erik Melendez of the Hispanic Police Officers' Association, Second 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 Dorothy Todd of the Chief's Office, 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 "No Contest" to Specifications #1, #2, and #3 of the administrative charges 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 Specifications.

### **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, Procedures, and Wearable Camera System video, and I accept and adopt the recommendation of the Hearing Officer. You violated the Manual of Rules 1.07, 4.10 and 4.11 when you failed to notify the Communications Control Section and assist your partner who was in a physical struggle with an actively resisting male suspect. This failure continued as the suspect was attempting to get your partner's Conducted Electrical Weapon (CEW).

Additionally, you violated the General police Order 1.04.01 and Manual of Rules 1.07, 2.02, 2.03, and 2.04 when your hair extended below the lower edge of your uniform shirt collar.

Based on the foregoing, I find you **“Guilty”** of the Specifications, and I am issuing you an **eight (8) workday suspension without pay**. This discipline is within the First Group II violation range of the discipline matrix when aggravating factors (*multiple violations, active discipline*) outweigh mitigating factors (*none*). **In addition, you shall be retrained in subject control through the Training Section.**

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 1.04.01 and Manual of Rules 1.07, 2.02, 2.03, 2.04, 4.10 and 4.11, and expect to be reinstructed by a superior officer on that Order and those Rules. 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 the 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  
Chief of Police



**Patrol Officer Jummai Graves #1635**

**November 23, 2022**

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cc: Karrie D. Howard, Chief Director, Department of Public Safety  
Dorothy Todd, Deputy Chief, Chief of Staff  
Sammy Morris, Acting Deputy Chief, Field Operations  
Daniel Fay, Deputy Chief, Administrative Operations  
Harold Pretel, Deputy Chief, Homeland Special Services  
Michael Butler, Commander, Third District  
Brian Carney, Commander, Bureau of Compliance  
Christopher Viland, Superintendent, Internal Affairs  
Kenneth Ryan, Lieutenant, Personnel Section  
William Mokshefsky, Sergeant, 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  
Paul Patton, Chief Human Resource Officer  
George E. Coulter, Assistant Director, Department of Public Safety  
Monique Tabb-Young, Labor Relations Officer, Human Relations  
William Menzalora, Chief Assistant Director of Law  
Mary L. Bradley, Executive Director, Civil Service Commission  
Delante Thomas, Chief Ethics Officer  
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