



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  
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## Pre-Disciplinary Hearing

May 31, 2022

**Patrol Officer Adrian Calhoun #218**  
**C/o Bureau of Community Relations**  
**1300 Ontario Street**  
**Cleveland, Ohio 44113**

**Re: UOF2022-0077**

Patrol Officer Calhoun #218:

Please be advised, in accordance with Article 28 of the collective bargaining agreement between the City of Cleveland and the Cleveland Police Patrolmen's Association, a pre-disciplinary hearing has been scheduled to determine whether you violated the following provisions of the Manual of Rules, Department of Public Safety and the Rules of the Civil Service Commission of the City of Cleveland.

### **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:** (UOF2022-0077) On or about April 4, 2022, you, Patrol Officer Adrian Calhoun #218, were not approved for secondary employment at Rocket Mortgage Field House, in violation of General Police Order 1.02.13. (*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 1.02.13: Secondary Employment** (effective: 12/30/20)

**POLICY:** *It is the policy of the Cleveland Division of Police* that upon permission from the Chief of Police and the Director of Public Safety, members may engage in secondary employment if the work does not interfere with Division employment and there is no conflict of interest between the secondary employment and the CDP. The Chief or the Safety Director may at any time revoke authorization to work secondary employment based upon the operational needs of the Division.

The rules and regulations of the CDP govern its members when engaged in secondary employment. Violation of the provisions of this order may result in immediate termination of permission to work secondary employment and subject the member to disciplinary action.

#### **II. Secondary Employment Requirements**

- A. Members shall obtain permission consistent with procedures within this order before engaging in secondary employment.

### **HEARING INFORMATION**

The pre-disciplinary hearing is scheduled for **Monday, June 27, 2022, at 1000 hours** in the Academy Unit. Should you desire union representation, it is your responsibility to notify your union of this hearing. All officers shall have an opportunity to testify. All testimony provided during the hearing shall be given the same weight as sworn testimony; therefore, your statements can and may be used against you at the hearing or at a later date. **Any documentation that could explain any of the above allegations shall be forwarded to the Case Preparation Unit a minimum of 48 hours prior to the scheduled hearing. Any new or additional evidence brought to the hearing will result in the hearing to be suspended and the matter shall be returned to the Internal Affairs Unit or the Police Review Board for consideration, as appropriate. In addition, it is also your responsibility to bring the documentation to this scheduled hearing.**

**If you are to have witnesses appear on your behalf, a Form-1 listing their names must be provided to the Case Preparation Unit via email ([CasePrep@clevelandohio.gov](mailto:CasePrep@clevelandohio.gov)) a minimum of 48 hours prior to the scheduled hearing.** It is your responsibility to notify said witnesses of the date and time of the hearing. In addition, it is your sole responsibility to ensure the attendance of any witnesses appearing on your behalf. Prior permission for any Division member's attendance **MUST** be obtained from the Case Preparation Unit. Any witnesses that will appear are to be in full uniform of the day. No overtime shall accrue as a result of their attendance.

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In accordance with General Police Order 1.1.12: Uniform and Clothing Regulations, you are to appear in **“CLASS A” UNIFORM and have your badge, city issued service weapon, and identification card with you. Failure to attend as ordered may subject you to additional disciplinary charges. You shall PERSONALLY contact the Case Preparation Unit (216-623-5022) IMMEDIATELY if there are any conflicts that would cause your lack of attendance to the scheduled hearing.**

**THIS WILL BE YOUR TOUR OF DUTY**

**THESE CHARGES MAY BE AMENDED AT A LATER DATE**

Sincerely,



Dornat A. Drummond  
Interim Chief of Police

DAD:ww:cld:la

cc: Sammy Morris, Acting Deputy Chief, Field Operations  
Brian Carney, Commander, Bureau of Compliance  
Arneil Rose, Acting Commander, Bureau of Community Relations  
Robert Simon, Captain, Internal Affairs Unit  
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association  
Melissa Dawson, Sergeant, Employee Assistance Unit  
Hassan Aden, Federal Monitoring Team