



City of Cleveland
Justin M. Bibb, Mayor

Department of Public Safety

Karrie D. Howard, Director
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November 18, 2022

Patrol Officer John Halkiadakis #2583
C/o Second District Headquarters
4381 Fulton Road
Cleveland, Ohio 44109

Re: DBI2022-0085

Officer Christopher Halkiadakis #2583:

This letter is to advise you, Patrol Officer John Halkiadakis #2583, of the result of the administrative pre-disciplinary hearing you attended on Friday, October 14, 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 July 4, 2022, you, Patrol Officer John Halkiadakis #2583 failed to secure a prisoner during a hospital detail which directly led to his escape.

On or about July 4, 2022, you, Patrol Officer John Halkiadakis #2583 failed to place your Wearable Camera System (WCS) on your outermost garment and did not place it event mode while attempting to chase and apprehend an escaped prisoner.

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: (DBI2022-0085) On or about July 4, 2022, you, Patrol Officer John Halkiadakis #2583, while guarding a prisoner during a hospital detail, did knowingly allow the prisoner to be unrestrained and alone which directly led to his escape, all in violation of General Police Order 3.02.02 and Manual of Rules 2.02 and 2.03. (*Group II Violation*)

Specification #2: (DBI2022-0085) On or about July 4, 2022, you, Patrol Officer John Halkiadakis #2583, failed to place your Wearable Camera System (WCS) on your outermost garment which caused you to be unable to place it in event mode while attempting to chase and apprehend an escaped prisoner, all in violation of General Police Order 4.06.04 and Manual Rules 2.02 and 2.03. (*Group I Violation*)

Specification #3: (DBI2022-0085) On or about July 4, 2022, you, Patrol Officer John Halkiadakis #2583, were untruthful in your statements regarding this incident, verbal and written, when you were asked by a superior officer about the events that led to and during the escape, all in violation of Manual of Rules 3.12. (*Group III 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 3.02.02: Guarding Arrestees at Hospitals (effective: 2/2/21)

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

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police, Rules: 2.02, 2.03 and 3.12.

PREDISCIPLINARY HEARING

In attendance at the administrative pre-disciplinary hearing that assistant Director of Public Safety George Coulter presided over were you, First Vice President David Medina and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Sergeant Diane Salamon of the Inspection Unit, Assistant Director Amanda Boutton of the Department of Law, Lieutenant Micheal Chapman of the Fourth District, Sergeant Kelly Smith, Assistant Director George Coulter and Assistant Director 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 "No Contest" to Specification #1 and Specification #2 and "Not Guilty" to Specification #3, as set forth in the charge letter.

Discipline History

7/14/2020—Failure to Deescalate/UOF Policy Violation—Suspended 10 Days

2/11/2022—WCS Violation—Suspended 2 Days

Findings and Conclusions

- ***Mitigating and Aggravating Factors***

Mitigating: Accepted responsibility, conversation with supervisor about your medical condition prior to this incident.

Aggravating: Active discipline, multiple violations.

- ***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, pertinent rules, policies and procedures and Wearable Camera System (WCS) videos, I have determined that you, Patrol Officer John Halkiadakis #2583 violated General Police Order 3.02.02 and Manual of Rules 2.02 and 2.03 when you failed to secure a prisoner while assigned to a hospital detail which directly led to his escape (*Specification #1*). You violated General Police Order 4.06.04 and Manual Rules 2.02 and 2.03 when you failed to place your Wearable Camera System (WCS) on your outermost garment which caused you to not place your WCS into event mode when attempting to chase and apprehend the escaped prisoner (*Specification #2*). You testified that when you came into work on the date in question, you had a conversation with your Lieutenant where you advised him that you did not feel well due to an ongoing medical condition and that you needed to go home sick. He advised you that the district was extremely short on personnel, that he needed you in order to avoid mandating another patrol officer to work and that he would give you an easy assignment on a hospital detail. You again stated to your Lieutenant, "I'm having a bleeding ulcer, I want to go home". The Lieutenant asked you again if you could stick it out and help and you agreed to stay at work and took the assignment at the hospital. While assigned to the prisoner detail, you experienced abdominal pain due to your medical condition and needed to use the restroom. It was during this time that the unsecured prisoner escaped. You were able to give chase along with personnel from the hospital and the prisoner was secured without incident. During your pre-disciplinary hearing, Lieutenant Chapman testified that, "I don't believe he (you) was lying, I believe that it was more of an interpretation that I (you) was behind him the whole time" and that your interpretation of what happened is "more likely as opposed to him (you) lying about it" referring to Specification #3.

Based on the foregoing, I find you "**Guilty**" of Specification #1 and Specification #2 and "**Not Guilty**" of Specification #3. **Consistent with City of Cleveland policies and procedures, I am issuing you an eight (8) workday suspension without pay for one (1) Group I Violation and one (1) Group II Violation.** Because this is your third sustained Group 1 Violation within three (3) years, this discipline automatically progresses to the next higher group. This corrective action is within the First Group II violation range of the discipline matrix where aggravating factors (*active discipline, multiple violations*) outweigh mitigating factors (*accepted responsibility, conversation with supervisor about your medical condition prior to this incident*).


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 Order 3.02.02, General Police Order 4.06.04 and Manual of Rules 2.02 and 2.03 and expect to be reinstructed by a superior officer on those Orders and 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)**
- **The Department of Public Safety (publicsafetyadmin@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.

Sincerely,



Karrie D. Howard, Chief Director
Department of Public Safety

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cc: Dornat Drummond, Chief, Division of Police
George Coulter, Assistant Director, Department of Public Safety
Jakimah R. Dye, Assistant Director, Department of Public Safety
Nicole Carlton, Assistant Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Sammy Morris, Acting Deputy Chief, Field Operations
Brian Carney, Commander, Bureau of Compliance
Thomas Stacho, Commander, Second District
William Menzalora, Chief Assistant Director of Law
Michael Pike, Assistant Director of Law
Amanda Boutton, Assistant Director of Law
Christopher Viland, Superintendent, Internal Affairs Unit
Kenneth Ryan, Lieutenant, Officer-in-Charge, Personnel Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Paul Patton, Chief Human Resources Officer
Mary L. Bradley, Executive Director, Civil Service Commission
Michael Evanovich, Investigator, Department of Justice
Richard Rosenthal, Member, Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission
Ayesha Bell Hardaway, Interim Monitor, Monitoring Team