



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

December 16, 2022

Sergeant Saladin Sudberry #9244
Third District Headquarters
4501 Chester Avenue
Cleveland, Ohio 44103

Re: DBI2022-0106

Sergeant Sudberry #9244:

This letter is to advise you, Sergeant Saladin Sudberry #9244, of the result of the administrative pre-disciplinary hearing you attended on November 23, 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: (DBI2022-0106) On or about March 29, 2022, you, Sergeant Saladin Sudberry #9244, failed to safeguard and secure your city issued equipment (cellular phone) which was entrusted in your care, in violation of General Police Order 4.06.07 and 4.06.12, and Manual of Rules 6.05. (*Group I Violation*)

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

RULES, POLICIES, AND PROCEDURES

General Police Order 4.06.07: Equipment Maintenance (effective: 7/19/21)

General Police Order 4.06.12: District Cellular Phones (effective: 10/6/21)

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police 6.05

HEARING INFORMATION

In attendance at the administrative pre-disciplinary hearing were you, President James O'Malley and Attorney Robert Barrett of the Fraternal Order of Police, Lodge #8, Second Vice President Luther Roddy of the Black Shield Police Association, Lieutenant Richard Sanders of the Third District, Lieutenant Charles DePenti of the Case Preparation Unit and Deputy Chief Harold Pretel of Homeland Special Operations, 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 "Not Guilty" to the specification 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 you be found "Guilty" of the Specification.

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. I accept and adopt the recommendation of the Hearing Officer. You failed to safeguard and secure your city issued equipment (cellular phone) which was entrusted in your care. Therefore, I find you "**Guilty**" of the specification, and I am issuing you a "**Written Reprimand**." This corrective action is within the First Group I violation range of the discipline matrix when mitigating factors (*no active discipline, low value of lost property*) outweigh aggravating factors (*supervisory officer*). Because the cost of replacement for this City issued equipment is below the threshold for reimbursement, reimbursement is waived.

Additionally, you shall, within five (5) work days of receiving this Written Reprimand, read General Police Order 4.06.07, 4.06.12, and Manual of Rules 6.05 and expect to be reinstructed by a superior officer on those Orders and that Rule. Upon completion of the reinstruction, you will email (as an attachment) a Form-1 indicating reinstruction, endorsed by the same superior officer, to both:

- **The Case Preparation Unit (caseprep@clevelandohio.gov)**
- **Lieutenant Charles DePenti (cdepenti@clevelandohio.gov).**

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

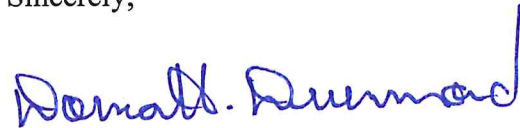
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It is the Division's earnest desire that this letter will serve as a deterrent against future acts of this nature. Any prospective acts of the same or similar conduct may lead to progressive discipline. Pursuant to the terms and conditions of the collective bargaining agreement between the City of Cleveland and the Fraternal Order of Police, Lodge #8, disciplinary actions shall not be used for progressive discipline purposes after three (3) years from the date the discipline was administered.

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
Daniel Fay, Deputy Chief, Administrative Operations
Harold Pretel, Deputy Chief, Homeland Special Services
Robert Tucker, Commander, Third District
Brian Carney, Commander, Bureau of Compliance
Christopher Viland, Superintendent, Internal Affairs
Kenneth Ryan, Lieutenant, Personnel Section
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
James O'Malley, President, Fraternal Order of Police, Lodge #8
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
Delante Thomas, Chief Ethics Officer
Mary L. Bradley Executive Director, Civil Service Commission
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