



City of Cleveland  
Justin M. Bibb, Mayor

Department of Public Safety  
Dornat (Wayne) A. Drummond, Chief  
FBI NA #230  
Division of Police  
1300 Ontario Street, Suite 929  
Cleveland, Ohio 44113  
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## Pre-Disciplinary Hearing Letter

October 25, 2022

**Sergeant Kiana Black #9294**  
**C/o Second District Headquarters**  
**3481 Fulton Road**  
**Cleveland, Ohio 44109**

**Re: CPD2022-0031**

Sergeant Black #9294:

Please be advised, in accordance with Article 4 of the collective bargaining agreement between the City of Cleveland and the Fraternal Order of Police, Lodge #8, 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:** (CPD2022-0031) On or about February 27, 2022, you, Sergeant Kiana Black #9294, failed to reject report 2022-054542 to PO Colin McNeely #287 for corrections to be made and approved this report for the purpose to be used as evidence for filing disciplinary charges, all in violation of General Police Order 4.05.01 (*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 4.05.01: Patrol Supervision** (effective: 4/7/21)

**POLICY:** It is the policy of the Cleveland Division of Police to provide supervision in the Patrol Section for the safety of patrol officers and to ensure the proper response to calls for service.

#### **IV. Patrol Supervisor Responsibilities**

- C. Closely monitor the status of patrol officers on assignments.
  - 1. Ensure proper crime or incident reporting.
  - 2. Review incident reports submitted.

## **HEARING INFORMATION**

The pre-disciplinary hearing is scheduled for **Monday, November 14, 2022, at 1000 hours** in the **Cleveland Division of Police Headquarters, Room 924**. 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) 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.

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  
Chief of Police

DAD:bpc:cld:la

cc: Karrie D. Howard, Chief Director, Department of Public Safety  
Sammy Morris, Acting Deputy Chief, Field Operations  
Dorothy Todd, Deputy Chief, Chief of Staff  
Thomas Stacho, Commander, Second District  
Brian Carney, Commander, Bureau of Compliance  
Robert Simon, Captain, Office of Compliance  
Jarod Schlacht, Lieutenant, Internal Affairs Unit  
Christopher Viland, Superintendent, Internal Affairs Unit  
James O'Malley, President, Fraternal Order of Police, Lodge #8  
Melissa Dawson, Sergeant, Employee Assistance Unit  
Mark Griffin, Chief Director of Law  
William Menzalora, Chief Assistant Director of Law  
Timothy Puin, Assistant Director of Law  
Delante Thomas, Chief Ethics Officer  
Richard Rosenthal, Member, Monitoring Team  
Michael Evanovich, Investigator, Department of Justice  
Hassan Aden, Federal Monitoring Team  
Jason Goodrick, Executive Director, Cleveland Community Police Commission