



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

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

**Re: CPD2022-0031**

Sergeant Black #9294:

This letter is to advise you, Sergeant Kiana Black #9294, of the result of the administrative pre-disciplinary hearing 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.

### **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)

### **HEARING INFORMATION**

In attendance at the administrative pre-disciplinary hearing were you, President James O'Malley and Attorney Joseph Mando of the Fraternal Order of Police, Lodge #8, Vice President Erik Melendez of the Hispanic Police Officers' Association, Second Vice President Luther Roddy of the Black Shield Police Association, Sergeant Elberth Eggelmeyer of the Internal Affairs Unit, 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 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 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 return report 2022-054542 to Patrol Officer Colin McNeely #287 for corrections and approved this report for the purpose of using it as evidence for filing disciplinary charges.

As a superior officer, you set the example for those under your command, and you had a duty to ensure police reports are completed accurately. 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*) outweigh aggravating factors (*supervisory officer*).

**Additionally, you shall, within five (5) work days of receiving this Written Reprimand, read General Police Order 4.05.01, and expect to be reinstructed by a superior officer on that Order. 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](mailto:caseprep@clevelandohio.gov))**
- **Lieutenant Charles DePenti ([cdepenti@clevelandohio.gov](mailto: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.

**Sergeant Kiana Black #9294**

**November 28, 2022**

**Page 3 of 3**

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  
Thomas Stacho, Commander, Second District  
Brian Carney, Commander, Bureau of Compliance  
Christopher Viland, Superintendent, Internal Affairs  
Kenneth Ryan, Lieutenant, Personnel Section  
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit  
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