



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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**\*Amended**

Disposition Letter

November 17, 2022

**Patrol Officer Angelia Gaston #2294**  
**C/o Fifth District Headquarters**  
**881 East 152<sup>nd</sup> Street**  
**Cleveland, Ohio 44110**

**Re: SR2021-0479**

Patrol Officer Gaston #2294:

This letter is to advise you, Patrol Officer Angelia Gaston #2294, of the result of the administrative pre-disciplinary hearing you attended on September 19, 2022, to address an internal investigation wherein you were alleged to have engaged in improper procedure:

### **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:** (SR2021-0479) During the Second Quarter 2021 sick review, you, Patrol Officer Angelia Gaston #2294, used seventy (70) hours of undocumented sick time and displayed a pattern of sick use that preceded or followed scheduled vacation days, in violation of General Police Order 1.3.06. (*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 1.3.06: Sick Leave Review** (revised: 3/14/13)

### HEARING INFORMATION

In attendance at the administrative pre-disciplinary hearing, were you, President Jeffrey Follmer, Vice President David Medina and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Vice President Erik Melendez of the Hispanic Police Officer's Association, Outer Guard Farid Alim of the Black Shield Police Association, Sergeant Andre Bays of the Fifth District, Investigator Eric Richardson of the Office of Professional Standards, 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 charging 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 Specification #1 of the administrative charges as set forth in the charging letter. Upon carefully reviewing the evidence, the memorialized record, as well as the arguments of you and your representatives, the Hearing Officer recommended that you be issued a Letter of Reinstruction and be placed on Step-1 of the Sick Leave Abuse Control Program.

### FINDINGS, AND CONCLUSIONS

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, and I accept and adopt the recommendation of the Hearing Officer. Regarding the documentation you submitted at the hearing, your charge letter stated, "**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,**" and General Police Order 1.3.06 states, "*Medical documentation will not be accepted at any disciplinary hearing.*" Based on the foregoing, the documentation provided at the hearing was not evaluated in my decision. You violated General Police Order 1.3.06 when you used seventy (70) hours of undocumented sick time and displayed a pattern of sick use that preceded or followed scheduled vacation days. Therefore, I am issuing you this Non-disciplinary Letter of Reinstruction and placing you on Step-1 of the Sick Leave Abuse Control Program. Pursuant to the procedures of Step-1 Sick Abuse, you are to provide documentation to the Medical Director prior to being returned to duty for any sick leave taken from the date of this letter until November 17, 2023. Further, members who are found to be abusing sick leave within one year of completing Step-1 Sick Abuse shall result in the member automatically escalating to Step-2 Sick Abuse. Please review General Police Order 1.3.06 and ensure that you follow it verbatim.

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.

This letter is not discipline and should not be regarded as such.

Respectfully,



Dornat A. Drummond  
Chief of Police

DAD:bpc:cld

cc: Karrie D. Howard, Chief Director, Department of Public Safety  
Dorothy Todd, Deputy Chief, Chief of Staff  
Sammy Morris, Acting Deputy Chief, Field Operations  
Harold Pretel, Deputy Chief, Homeland Special Operations  
Daniel Fay, Deputy Chief, Administrative Operations  
Johnny Johnson, Commander, Fifth District  
Brian Carney, Commander, Bureau of Compliance  
Robert Simon, Captain, Office of Compliance  
Christopher Viland, Superintendent, Internal Affairs Unit  
Aikaterini Houston, Safety Medical Unit Manager  
Eve Bonvissuto, Assistant Administrator, Department of Human Resources  
Sharon Evers, Medical Director, Medical Unit  
Antoinette McMahan, Sergeant, Medical Unit Liaison  
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit  
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association  
William Menzalora, Chief Assistant Director of Law  
Delante Thomas, Chief Ethics Officer  
Mary L. Bradley, Executive Director, Civil Service Commission  
Sylvia Grimes, Secretary, Civilian Police Review Board  
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