



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
216/623-5005 • 216/623-5584 Fax
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Pre-Disciplinary Hearing Letter

November 10, 2022

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

Re: DBI2022-0106

Sergeant Sudberry #9244:

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: (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*)

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 4.06.07: Equipment Maintenance (effective: 7/19/21)

POLICY: It is the policy of the Cleveland Division of Police that equipment issued to or used by its members shall be appropriately cared for and maintained.

PROCEDURES:

I. General Guidelines

- A. Members shall be responsible for the proper care of all Division-issued or approved equipment used during a regular tour of duty or approved secondary employment.

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

POLICY: It is the policy of the Cleveland Division of Police that district cell phones be used for law enforcement purposes only. The private and/or personal use of district cell phones is strictly prohibited. Members shall be aware that they have NO expectation of privacy in anything created, stored, sent, received or viewed on district cell phones. The City of Cleveland may examine the usage and transmission of all messages and data on Division issued cell phones for violations of this policy.

II. Officer Responsibilities

- A. Officers utilizing a district cell phone shall:
 - 1. Sign out a district cell phone from the Officer-in-Charge (OIC) at the start of their tour of duty.
 - 6. Return district cell phones to the OIC at the end of the officer's tour of duty.

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

VI. Vehicles and Equipment

- 6.05 Personnel shall be held responsible and accountable for the proper care, maintenance, serviceability, cleanliness and safekeeping of all police vehicles, equipment and property in their care.

HEARING INFORMATION

The pre-disciplinary hearing is scheduled for **Wednesday, November 23, 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

Sergeant Saladin Sudberry #9244

November 10, 2022

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cc: Karrie D. Howard, Chief Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Sammy Morris, Acting Deputy Chief, Field Operations
Michael Butler, Commander, Third District
Brian Carney, Commander, Bureau of Compliance
Robert Simon, Captain, Office of Compliance
Christopher Viland, Superintendent, Internal Affairs Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
James O'Malley, President, Fraternal Order of Police, Lodge #8
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 Hardaway, Federal Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission