



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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Disposition Letter

November 2, 2022

Patrol Officer Paul Beckwith #1047
C/o Second District Headquarters
3841 Fulton Road
Cleveland, Ohio 44109

Re: OPS2021-0093

Patrol Officer Beckwith #1047:

This letter is to advise you, Patrol Officer Paul Beckwith #1047, of the result of the administrative pre-disciplinary hearing you attended on September 19, 2022, to address an external 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: (OPS2021-0093) The Civilian Police Review Board (CPRB) is recommending to the Chief of Police that the allegation of *Unprofessional Conduct* be sustained against you, Patrol Officer Paul Beckwith #1047, that on or about March 13, 2021, you violated General Police Order 1.1.03 when you asked the complainant a question in an aggressive tone and continuously interrupted her while she was speaking during a traffic stop encounter. (*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 1.1.03: Standards of Conduct and Courtesy (effective: 3/1/02)

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, 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 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 Specifications #1, of the administrative charges as set forth in the charge letter. Upon carefully reviewing the evidence presented, as well as the arguments of you and your representatives, the Hearing Officer recommended that you be found "Guilty" of Specification #1.

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, and I accept and adopt the recommendation of the Hearing Officer. I determined that you violated General Police Order 1.1.03 when you asked the complainant a question in an aggressive tone and continuously interrupted her while she was speaking during a traffic stop encounter. The aforementioned conduct could reasonably tend to diminish the esteem of the Division of Police in the eyes of the public.

I find you **"Guilty" of Specifications #1, and I am issuing you a Written Reprimand.** This corrective action is within the first Group I violation range of the discipline matrix where mitigating factors (*no active discipline, driver initially did not stop for the traffic stop*) outweigh aggravating factors (*none*).

Additionally, you shall, within five (5) work days of receiving this Written Reprimand, read General Police Order 1.1.03 and expect to be reinstructed by a superior officer on that GPO. Upon completion of the reinstruction, you will email a Form-1 (as an attachment) indicating reinstruction, and endorsed by the same superior officer, to:

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

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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 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 Cleveland Police Patrolmen's Association, verbal disciplinary warnings and disciplinary written reprimands shall not be used for progressive discipline purposes after one (1) year from the date the discipline was administered, and disciplinary suspensions 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
Thomas Stacho, Commander, Second District
Brian Carney, Commander, Bureau of Compliance
Christopher Viland, Superintendent, Internal Affairs
Robert Simon, Captain, Office of Compliance
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Paul Patton, Chief Human Resource Officer
George E. Coulter, Assistant Director, Department of Public Safety
Monique Tabb-Young, Labor Relations Officer, Human Relations
Mark Griffin, Chief Director of Law
William Menzalora, Chief Assistant Director of Law
Delante Thomas, Chief Ethics Officer
Michael Spreng, Secretary, Civil Service Commission
Richard Rosenthal, Member, Monitoring Team
Sylvia Grimes, Secretary, Civilian Police Review Board
Thomas Fisher, Interim Administrator, Office of Professional Standards
Eric Richardson, Acting Senior Investigator, Office of Professional Standards
Michael Evanovich, Investigator, Department of Justice
Hassan Aden, Federal Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission