



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 8, 2022

Patrol Officer James Thomas #687
C/o Bureau of Community Relations
1300 Ontario Street
Cleveland, Ohio 44113

Re: SR2022-0606

Patrol Officer Thomas #687:

This letter is to advise you, Patrol Officer James Thomas #687, of the result of the administrative pre-disciplinary hearing you attended on October 10, 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: (SR2022-0606) Between the dates of February 1, 2022, and June 30, 2022, you, Patrol Officer James Thomas #687, displayed a pattern of sick leave abuse by using 208 hours of sick leave on weekends or on days that precede or follow scheduled vacation days or compensatory time, in violation of General Police Order 1.3.06. (*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 1.3.06: Sick Leave Review (revised: 3/14/13)

HEARING INFORMATION

In attendance at the administrative pre-disciplinary hearing, were you, First Vice President David Medina, Second Vice President Andrew Gasiewski and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Vice President Luther Roddy of the Black Shield Police Association, Sergeant Sherrie Flores of the Community Relations Unit, Sergeant David Grasha and Sergeant Diane Salomon of the Inspection 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 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 this action be "Dismissed."

FINDINGS, AND CONCLUSIONS

I accept and adopt the recommendation of the Hearing Officer. Adequate documentation was provided prior to the hearing excusing your absence. Therefore, I find you "**Not Guilty**" of the specification, and as such, I "**Dismiss**" Specification #1 of the administrative charges as set forth in the charging letter.

Respectfully,



Dornat A. Drummond
Chief of Police

DAD:bpc:cld:kfs

cc: Dorothy Todd, Deputy Chief, Chief of Staff
Sammy Morris, Acting Deputy Chief, Field Operations
Brian Carney, Commander, Bureau of Compliance
Arnel Rose, Acting Commander, Bureau of Community Policing
Robert Simon, Captain, Office of Compliance
Christopher Viland, Superintendent, Internal Affairs Unit
Mark Maguth, Commander, Bureau of Support Services
Kenneth Ryan, Lieutenant, Personnel Unit (cc: Jill Pedersen)
Antoinette McMahan, Sergeant, Medical Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
Aikaterini Houston, Safety Medical Unit Manager
Eve Bonvissuto, Assistant Administrator, Department of Human Resources
Sharon Evers, Medical Director, Medical Unit
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
Michael Evanovich, Investigator, Department of Justice
Ayesha Hardaway, Federal Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission