



City of Cleveland
Justin M. Bibb, Mayor

Department of Public Safety
Karrie D. Howard, Director
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November 4, 2022

Patrol Officer Christopher Holstein #627
C/o Bureau of Communications and Property Control
2001 Payne Avenue
Cleveland, Ohio 44114

Re: CPD2021-0083

Patrol Officer Holstein #627:

This letter is to advise you, Patrol Officer Christopher Holstein #627, of the result of the administrative pre-disciplinary hearing you attended on Friday, August 19, 2022. The hearing was held to address the results of an internal investigation wherein you were alleged to have engaged in improper procedures and/or misconduct. You were charged with a series of rule violations, which follow:

FACTUAL SUMMARY

On at least three (3) separate occasions from on or about May 30, 2016 through August 16, 2016, you, Patrol Officer Christopher Holstein #627 used OHLEG (Ohio Law Enforcement Gateway) for non-law enforcement purposes by conducting inquiries on yourself and on your family members, all while on duty.

While assigned to basic patrol in 2014, you Patrol Officer Christopher Holstein #627 did diminish the esteem of the Division of Police by contacting a female citizen that you met during a call for service and asking her on a date which led to a sexual relationship as recent as 2021.

During the time period of 2014 to 2019, you, Patrol Officer Christopher Holstein #627, were contacting female citizens after radio assignments and going on dates with them.

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.

SPECIFICATIONS

Specification # 1: (CPD2021-0083) You, Patrol Officer Christopher Holstein #627, conducted Ohio Law Enforcement Gateway (OHLEG) inquiries transgressing policy as follows: a). On or about May 30, 2016, while off duty, you conducted inquiries on yourself and on family members, b). On or about August 31, 2016, while on duty, you conducted inquiries on yourself, c). On or about October 30, 2016, while on duty, you conducted inquiries on yourself, all in violation of General Police Order 1.3.02 and OHLEG Security Protocols. (*Group III Violation*)

Specification #2: (CPD2021-0083) While on basic patrol in 2014, you, Patrol Officer Christopher Holstein #627, did diminish the esteem of the Division of Police when, after meeting a female citizen on a radio assignment, did contact her and ask her on a date, which lead to a sexual relationship as recent as 2021, in violation of Manual of Rules 5.01. (*Group III Violation*)

Specification #3: (CPD2021-0083) During the time period of 2014 to 2019, you, Patrol Officer Christopher Holstein #627, were contacting female citizens after radio assignments and going on dates with them, in violation of General Police Order 1.07.06. (*Group III 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 1.07.06: Disciplinary Guidance (Effective date: 11/12/2019)

General Police Order 1.3.02: Use of Division Computers and Email (Revised: 12/28/2016)

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police, Rule 5.01

PREDISCIPLINARY HEARING

In attendance at the administrative pre-disciplinary hearing that I presided over were you, President Jeffrey Follmer, Second Vice President Andrew Gasiewski and Attorney Joseph Delguyd of the Cleveland Police Patrolmen's Association, Sergeant Michael Moctezuma of the Internal Affairs Unit, Assistant Director Amanda Boutton of the Department of Law, Lieutenant Charles DePenti of the Case Preparation Unit, Sergeant Kelly Smith, Assistant Director George Coulter and Assistant Director Jakimah R. Dye of the Department of Public Safety.

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 Specification #1 and Specification #2 and Specification #3, as set forth in the charge letter.

Discipline History

No active discipline.

Findings and Conclusions

• ***Mitigating and Aggravating Factors***

Mitigating: No active discipline, accepted responsibility.

Aggravating: Multiple violations arising from a single event or incident may escalate the disciplinary action to the maximum group range.

• ***Anomalies***

None.

Disciplinary Conclusion

A thorough review was conducted by the Department of Public Safety. I have carefully reviewed the evidence incorporated into the record by reference, the memorialized record, including statements made at your hearing on September 9, 2022. I have determined that you violated General Police Order 1.03.02 when you used City of Cleveland computers while on duty to conduct searches on yourself and your family members while on duty (*Specification #1*). You violated Manual of Rules 5.01 when you made the decision to contact a female citizen that you met on duty while on a call for service and asked to take her on a date. This contact eventually lead to a sexual relationship continuing until at least 2021 (*Specification #2*). You violated General Police Order 1.07.06 when you admitted to contacting multiple female citizens after radio assignments and going on dates with them from 2014 through 2019 (*Specification #3*).

You have exhibited a complete disregard for ethical behavior and the citizens of Cleveland deserve better. You admitted both in your Garrity interviews with Internal Affairs and again during your pre-disciplinary hearing that you contacted multiple women that you met during radio assignments along with other occasions while on duty and used their personal information obtained as a police officer to contact them and ask them on dates. This Internal Affairs investigation was initiated when a female citizen reported your misconduct stating that your contact with her that eventually led to a sexual relationship began when she was only a teenager. She further stated that you contacted her shortly after responding to her home for a family dispute with her parents. Citizens often call the police when they are in a vulnerable state and rely on members of Division of Police to be guardians, to protect them from harm, to make fair and unbiased decisions and to give them professional, respectful treatment. Your actions were beyond inappropriate and you admitted during your pre-disciplinary hearing that it's reasonable to assume that the women you solicited dates from may have felt pressured to do so in order for their cases to receive proper attention. The Cleveland Division of Police cannot operate and professionally meet its objectives while tolerating a less than professional work environment, compliance with professional expectations, or being subject to utter disregard for policy. Your conduct significantly compromises the reputation of the Division and its mission. The conduct noted above has no place in any Department or Division within the City of Cleveland. Based on the evidence incorporated into the record by reference, statements made at the hearing, and pertinent rules, policies and procedures.

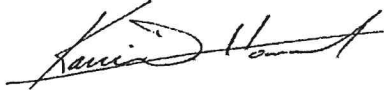
Based on the foregoing, I find you "**Guilty**" of Specification #1, Specification #2 and Specification #3, for three (3) Group III violations, where the aggravating factors (*multiple violations arising from a single event or incident may escalate the disciplinary action to the maximum group range*) outweigh mitigating factors (*no active discipline, accepted responsibility*).

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As such, you are hereby terminated from employment with the City of Cleveland, Department of Public Safety, Division of Police effective Friday, November 4, 2022. This discipline is within the Group III violation range of the discipline matrix where aggravating factors outweigh mitigating factors (General Police Order 1.07.06, I. Table of Discipline, Section J., 3b.).

Sincerely,



Karrie D. Howard, Chief Director
Department of Public Safety

KDH:DAD:kas

cc: Dornat Drummond, Chief, Division of Police
George E. Coulter, Assistant Director, Department of Public Safety
Jakimah, R. Dye, Assistant Director, Department of Public Safety
Dorothy Todd, Deputy Chief, Chief of Staff
Daniel Fay, Deputy Chief, Administrative Operations
Sammy Morris, Interim Deputy Chief, Field Operations
Brian Carney, Commander, Bureau of Compliance
Brian McEntee, Acting Commander, Bureau of Communications and Property Control
Christopher Viland, Superintendent, Internal affairs
Kenneth Ryan, Lieutenant, Officer-in-Charge, Personnel Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
William Menzalora, Chief Assistant Director of Law
Michael Pike, Assistant Director of Law
Amanda Boutton, Assistant Director of Law
Paul Patton, Chief Director, Department of Human Resources
Michael Evanovich, Investigator, Department of Justice
Richard Rosenthal, Member, Monitoring Team
Jason Goodrick, Executive Director, Cleveland Community Police Commission
Hassan Aden, Federal Monitoring Team