



City of Cleveland
Frank G. Jackson, Mayor

Department of Public Safety
Michael McGrath, Director
601 Lakeside Avenue, Room 250
Cleveland, Ohio 44114-1015
216/664-3736 • Fax: 216/664-3734
www.cleveland-oh.gov

March 6, 2017

Patrol Officer William Cunningham II #1724

Cleveland, Ohio

Patrol Officer Cunningham #1724:

This letter is to advise you of the result of the administrative pre-disciplinary hearing that you attended on February 24, 2017, in the office of the Chief of Police. The hearing was held to address the results of an internal investigation wherein you were alleged to have engaged in improper conduct. You were charged with a series of rule violations, which follow:

STATEMENT OF POLICY

In part:

The Manual of Rules and Regulations sets forth the conduct and behavior to be followed by officers and employees. Any violation of these rules and regulations 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, regulations, 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 Regulation and a General Police Order, the Rule or Regulation provision shall be adhered to.

General Police Order 1.1.01: City of Cleveland Mission Statement and Ethics Policy

General Police Order 1.1.02: Values Mission Statement

General Police Order 1.1.25: Secondary Employment

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police: Oath of Office, Law Enforcement Code of Ethics, Rules 1.07, 2.03, 2.04, 2.14 (a)(b) & (f) and 3.12.

Civil Service Commission Rule 9.10 (1)(3)(5)(10)and (18).

Specification #1: On November 22, 2014, you (Patrol Officer William Cunningham II #1724) were working secondary employment at 1910 West Boulevard (Cudell Recreation Center) without permission.

Specification #2: On November 22, 2014, in connection with Use of Deadly Force investigation, you (Patrol Officer William Cunningham II #1724) completed, signed and submitted an untruthful Form-1 report.

All of the specifications are in violation of the rules, regulations and procedures of the Division of Police, Department of Public Safety.

In attendance at the pre-disciplinary conference were you, President Stephen Loomis and Attorney Henry Hilow of the Cleveland Police Patrolmen's Association, President Lynn Hampton of the Black Shield Police Association, Attorney Shawn Mallamad, Attorney George Crisci, Attorney Janeane Cappara of the Law Department, Michael Evanovich and Michelle Heyer of the U.S. Attorney's Office, Ayesha Hardaway of the Monitoring Team, Sergeant Timothy Stacho of the Third District, Lieutenant Brian Carney of the Case Preparation Office and Director of Public Safety Michael McGrath, who presided over the conference.

During the administrative 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 "**no contest**" to specification #1 and "**not guilty**" to specification #2 as set forth in the charging letter.

Upon carefully reviewing the evidence presented by the Division, the memorialized record as well as the arguments of you and your representatives I find there is just cause to impose discipline. I "**dismiss**" specification #2. However, I find you "**Guilty**" of the remaining charges (**Group I offense, first offense, aggravating factors**). As such, I am issuing you a **two (2) workday suspension without pay. This suspension shall be served on consecutive working days.**

Your personnel records confirm that you had submitted on November 24, 2012, a request for secondary employment with this employer; that this request received final approval on January 5, 2013; and that this authorization expired on June 30, 2014. These records also confirm that you did not apply again for secondary employment with this employer until September 3, 2015 and October 13, 2015; that these requests received final approval on September 25 and November 2, respectively; and that both authorizations expired on June 30, 2016. Thus, your secondary employment on November 22, 2014 was not authorized.

In addition, you admitted that you worked every Saturday from November 22, 2014 through 2015, including after you had been advised by Sgt. Stacho in early 2015 that you had not submitted any paperwork for secondary employment. You knowingly engaged in unauthorized secondary employment for several months before finally correcting the problem.

Patrol Officer William Cunningham II #1724
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The above imposed suspension shall commence, and be effective the next working day after you are served with this notice. You shall surrender your badge, police identification card, unloaded departmentally issued firearm and three (3) loaded magazines + one (1) live round to your Commanding Officer or his designee.

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, a record of the disciplinary sentence will remain in your personnel file for a period of two (2) years.

Sincerely,



Michael McGrath, Director
Department of Public Safety

CDW:bpc

cc: Calvin D. Williams, Chief, Cleveland Division of Police
Joellen O'Neill, Deputy Chief, Executive Officer
William Menzalora, Chief, Assistant Director of Law
Shawn Mallamad, Assistant Director of Law
George Crisci, Zashin and Rich
Dornat Drummond, Deputy Chief, Field Operations
Deon McCaulley, Deputy Chief, Administrative Operations
Sammy Morris, Commander, Fifth District Headquarters
Deirdre Jones, Commander, Bureau of Support Services
Monroe Goins, Acting Commander, Bureau of Integrity Control
Nycole West, Director, Department of Human Resources
Kandle Ezell, Administrative Manager, Department of Public Safety
Lucille Ambroz, Secretary, Civil Service Commission
Charmin Leon, Sergeant, Officer-in-Charge, Personnel Unit
Justin McGinty, Sergeant, Officer-in-Charge, Timekeeping Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Stephen Loomis, President, Cleveland Police Patrolmen's Association



City of Cleveland
Frank G. Jackson, Mayor

Department of Public Safety
Division of Police
Calvin D. Williams, Chief
1300 Ontario Street
Cleveland, Ohio 44113-1648
216/623-5005 • Fax: 216/623-5584

March 10, 2017

Dispatcher Constance Hollinger #104

Cleveland, Ohio

Dispatcher Hollinger #104:

This letter is to advise you (Dispatcher Constance Hollinger #104) of the result of the administrative pre-disciplinary hearing you attended on February 22, 2017 in the conference room of the Chief of Police to address an internal investigation wherein you were alleged to have engaged in improper conduct and/or procedure:

STATEMENT OF POLICY

In part:

The Manual of Rules and Regulations sets forth the conduct and behavior to be followed by officers and employees. Any violation of these rules and regulations 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, regulations, 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 Regulation and a General Police Order, the Rule or Regulation provision shall be adhered to.

General Police Order 1.1.01: City of Cleveland Mission Statement and Ethics Policy

General Police Order 1.1.02: Values Mission Statement

General Police Order 1.1.03: Standards of Conduct and Courtesy

Call Taking Procedures No. 2013-04

Dispatching Procedures No. 2012-07

The Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police: Rules 1.09, 2.02, 2.03, 2.04, 2.10, 2.14 (a)(b)(f) and 5.01

Civil Service Commission Rule 9.10 (1)(3)(5)(10) and (18).

Dispatcher Constance Hollinger #104

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Specification #1: On November 22, 2014, you (Dispatcher Constance Hollinger #104) while working as a call taker, received a call from a citizen which contained pertinent information to an assignment (i.e. the suspect is "probably a juvenile" and the gun is "probably fake"). You failed to include the information in the incident or to update the incident with the applicable information.

All in violation of the rules, regulations and procedures of the Division of Police, Department of Public Safety.

In attendance at the administrative pre-disciplinary conference that I presided over were you, Second Vice President Thomas Laseko, Attorney Keith Wolgamuth of the Cleveland Police Patrolmen's Association, Chief Union Steward Roberta Holub, Sergeant Timothy Stacho of the Third District, Compliance Officer Gregory White, Timothy Longo and Hassan Aden of the Monitoring Team, Heather Tonsinge-Volosin of the U.S. Attorney's Office, Amy Senier of the Department of Justice and Lieutenant Brian Carney of the Case Preparation Office

During the conference, 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 the allegations set forth in the charging letter. I have carefully reviewed the evidence presented by the Division, the memorialized record, as well as the arguments of you and your representatives and I find there is just cause to impose discipline.

As such, I find you "**Guilty**" of the administrative charges in their entirety (**Group I, aggravating factors, three or more sustained violations in a lower category occurring within two years of the first sustained violation automatically progresses the discipline into the next higher group**) and I am issuing you an **eight (8) workday suspension**. This suspension shall be served on consecutive working days.

The imposed suspension shall commence, and be effective the next working day after you are served with this notice. You shall surrender your badge and identification card to your Commanding Officer or her designee at the end of your shift. Upon completion of the suspension day(s), you shall retrieve the aforementioned property from your Commanding Officer and/or her designee upon reporting for duty.

Pursuant to the terms and conditions of the collective bargaining agreement between the City of Cleveland and the Cleveland Police Patrolmen's Association, (Civilian Personnel) a record of the disciplinary sentence will remain in your personnel file for a period of two (2) years.

Dispatcher Constance Hollinger #104

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Please review the above listed Directives and its appendices to ensure that, in the future, you follow all proper protocol. 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.

Respectfully,



Calvin D. Williams
Chief of Police

CDW:bpc

cc: Joellen O'Neill, Deputy Chief, Executive Officer
Deon McCaulley, Deputy Chief, Administrative Operations
Wayne Drummond, Deputy Chief, Field Operations
Deidre Jones, Commander, Bureau of Support Services
Debra Cavett, Commander, Bureau of Communications and Property Control
Nycole West, Director, Department of Human Resources
Kandie Ezell, Administrative Manager, Department of Public Safety
Lucille Ambroz, Secretary, Civil Service Commission
Sergeant Charmin Leon, Officer-in-Charge, Personnel Unit
Sergeant Justin McGinty, Officer-in-Charge, Timekeeping Unit
Sergeant Melissa Dawson, Officer-in-Charge, Employee Assistance Unit
Monroe Goins, Acting Commander, Bureau of Integrity Control
Stephen Loomis, Cleveland Police Patrolmen's Association
Matthew Barge, Partner & Co-Executive Director, PARC
Sean M. Smoot, Director & Chief Legal Counsel, PB & PA of Illinois
Christine M. Cole, Vice President & Executive Director, Crime & Justice Institute