City of Cleveland
Frank G. Jackson, Mayor

Department of Public Safety
Karrie D. Howard, Director
601 Lakeside Avenue, Room 230
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July 27, 2020

Patrol Officer James Hummel #1638
C/o Second District Headquarters
3481 Fulton Road
Cleveland, Ohio 44109

RE: CPD 2018-0067

Patrol Officer Hummel #1638:

This letter is to advise you (Patrol Officer James Hummel #1638) of the result of the administrative pre-disciplinary hearing that you attended on June 30, 2020, in the office of the Director of Public Safety. 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:

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 1.1.15: Alcohol and Drug Policy

City of Cleveland Human Resource Policies and Procedures Workplace Policies (C-6)

City of Cleveland Human Resource Policies and Procedures Workplace Policies (C-20)

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police: 2.01, 5.06, and 5.07.

Ohio Revised Code 2923.16: Improperly Handling Firearms in a Motor Vehicle.

Specification #1: On or about August 23, 2018, you, Detective James Hummel #1638, were selected for a random drug test while on duty. Pursuant to that request, [redacted] the results of which [redacted] all in violation of GPO 1.1.15 and Manual of Rules 5.07. **(Group III Violation)**

Specification #2: On or about August 23, 2018, you, Detective James Hummel #1638, [redacted] did have a loaded handgun (City issue gun) in a motor vehicle (CDP zone car), while under the influence [redacted] all in violation ORC 2923.16, Manual of Rules 2.01 and 5.06. **(Group III Violation)**

The specification(s) are/is in violation of the rules, regulations, and procedures of the Division of Police, Department of Public Safety.

In attendance at the pre-disciplinary conference that you attended were you, President Jeff Follmer and Attorney Dominic Vitantonio of the Cleveland Police Patrolman's Association, Sergeant Roger Stoudmire of the Internal Affairs Unit, Assistant Director of Law Michael Pike, Sergeant Reginald Lanton of the Case Preparation Office and Assistant Director Timothy Hennessy 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 specifications #2 of the administrative charges 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, the Hearing Officer recommended that you be found "Guilty" of the administrative charges.

I have accepted the recommendations of the Hearing Officer I find there is just cause to impose discipline. As such, I find you **"Guilty"** of the administrative charges. Aggravating factors include multiple Group III violations from the same incident and the presumption of termination for members who test positive for [redacted]

Therefore, you are hereby terminated from employment with the City of Cleveland, Department of Public Safety, Division of Police, effective Monday, July 27, 2020.

Sincerely,

Karrie D. Howard, Director
Department of Public Safety

KDH:rll

cc: (With medical information redacted)
Karrie D. Howard, Director, Department of Public Safety
Calvin Williams, Chief, Division of Police
Joellen O'Neill, Deputy Chief, Executive Officer
Dornat Drummond, Deputy Chief, Field Operations
Deon McCaulley, Deputy Chief, Administrative Operations
Harold Pretel, Deputy Chief, Homeland Special Operations
Michael Connelly, Commander, Bureau of Special Investigations
Deirdre Jones, Commander, Bureau of Support Services
Carla Ellis, Lieutenant, Officer-in-Charge, Personnel Unit
Cynthia Oliver, Sergeant, Officer-in-Charge, Timekeeping Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Charles Neidbalson, Lieutenant, Officer-in-Charge, Internal Affairs Unit
Jeffrey Follmer, President, Cleveland Police Patrolman's Association
William Menzalora, Chief, Assistant Director of Law
Christopher Viland, Police Inspector General
Ronald Bakeman, Superintendent, Internal Affairs Unit
Nycole West, Director, Department of Human Resources
Kandie Ezell, Administrative Manager, Department of Public Safety
Michael Spreng, Secretary, Civil Service Commission
Hassan Aden, Federal Monitoring Team