

The Office of Professional Standards

City of Cleveland

August 23, 2023

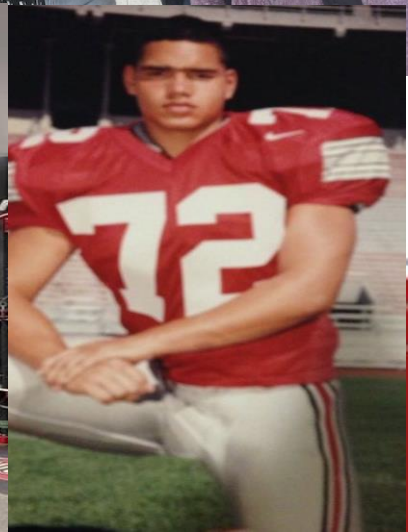




AGENDA

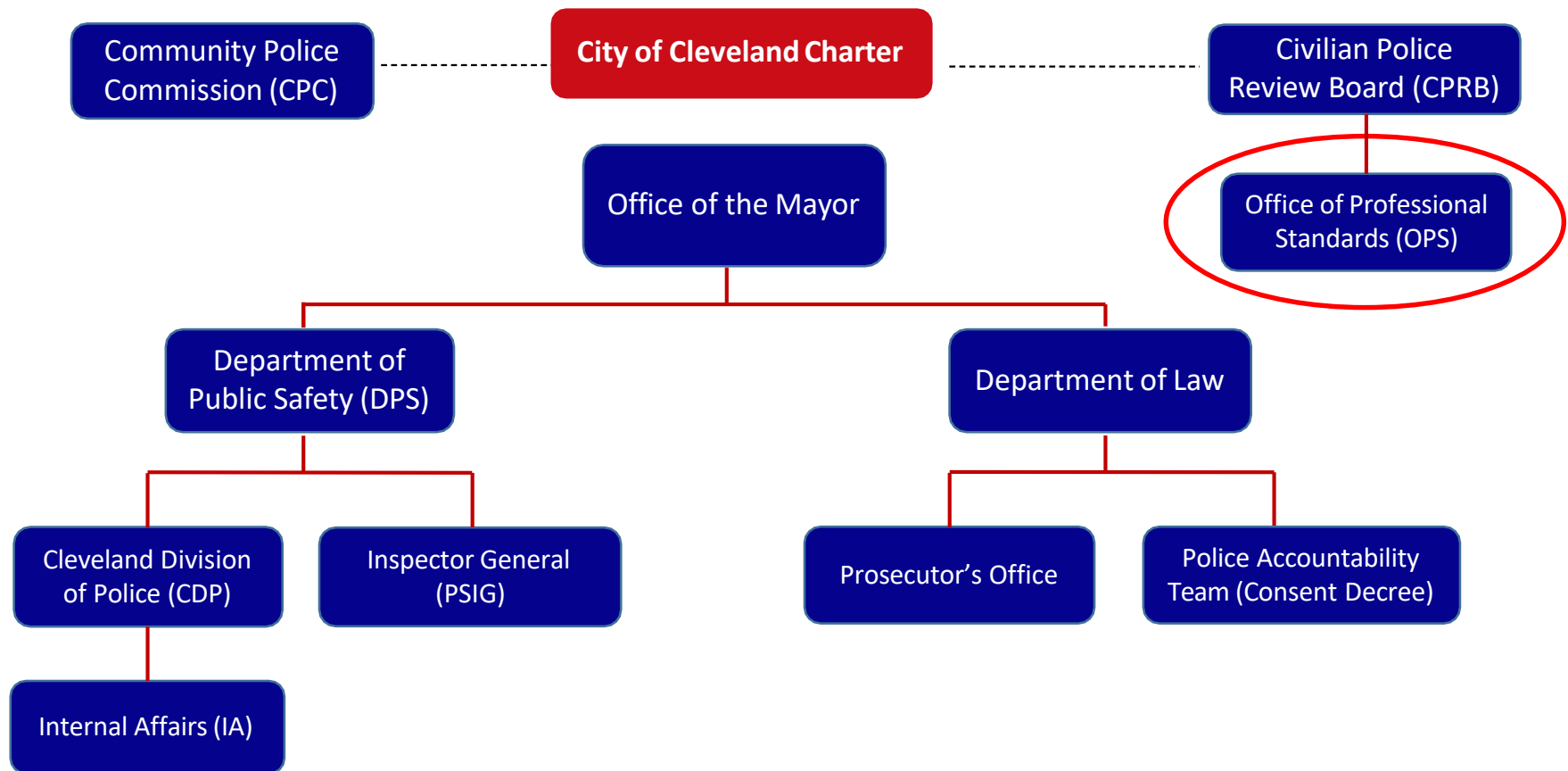
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Introduction





Police Oversight Structure





References:

Amended Consent Decree, dated March 11, 2022

Para C. Section 193-229, pg. 47-54

Sect. 193 – The Office of Professional Standards (“OPS”) will investigate all complaints of police misconduct it receives.

Sect. 220 – OPS investigators will attempt to interview each complainant in person, and where appropriate, this interview will be recorded in its entirety, absent a specific, documented objection by the complainant.

City Charter 115, Issue 24, dated November 2, 2021

115-1 OPS, consisting of investigators appointed by the CPRB

Office of Professional Standards Operating Manual and Procedures, dated February 7, 2017.

Sect. 102 – Ethical requirements para. a.4: avoid conflicts; para. b.3: no conflict of interest.

Sect. 103 – Ethical requirements para. a.4: avoid conflicts; para. b.3: no conflict of interest.

Sect. 206 – Duty to update Complaints

Sect. 300 – Complaint Intake

Sect. 400 – Complaint Investigation Process

Sect. 405 – Investigation Plan

Sect. 500-501 – Timelines and Milestones



Mission Statement

The mission of OPS is to increase accountability and improve public confidence in the police by receiving and fairly, thoroughly, objectively, and timely investigating and resolving misconduct complaints against Cleveland Division of Police employees.

What Type of Complaints:

Lack of Service / No Service	Improper Procedure	Unprofessional Behavior / Conduct	Harassment	Biased Policing	Missing / Damaged Property	Excessive Force
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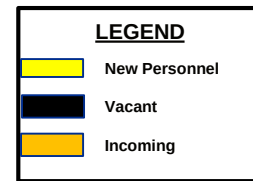
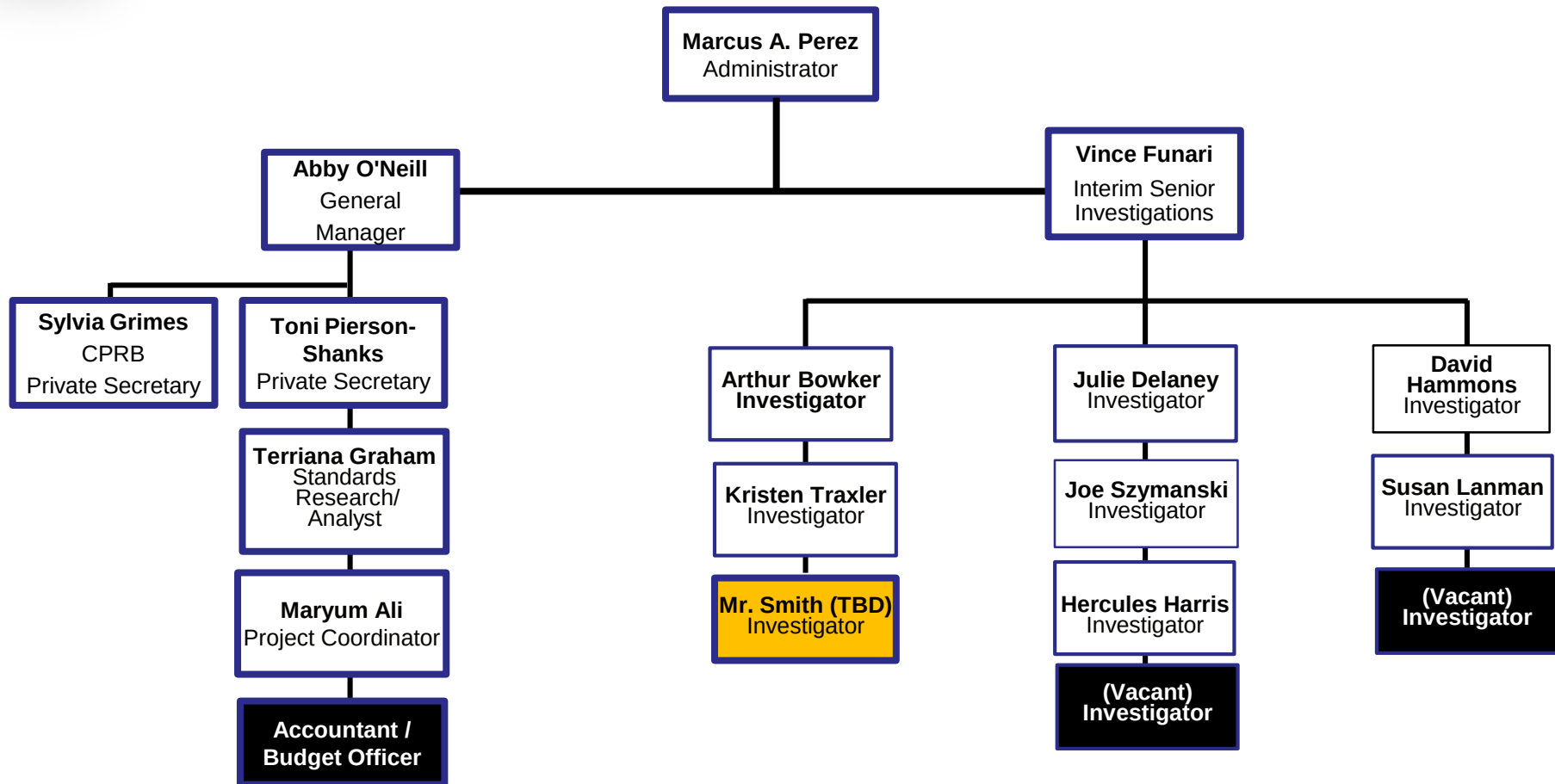
Type of Dismissals:

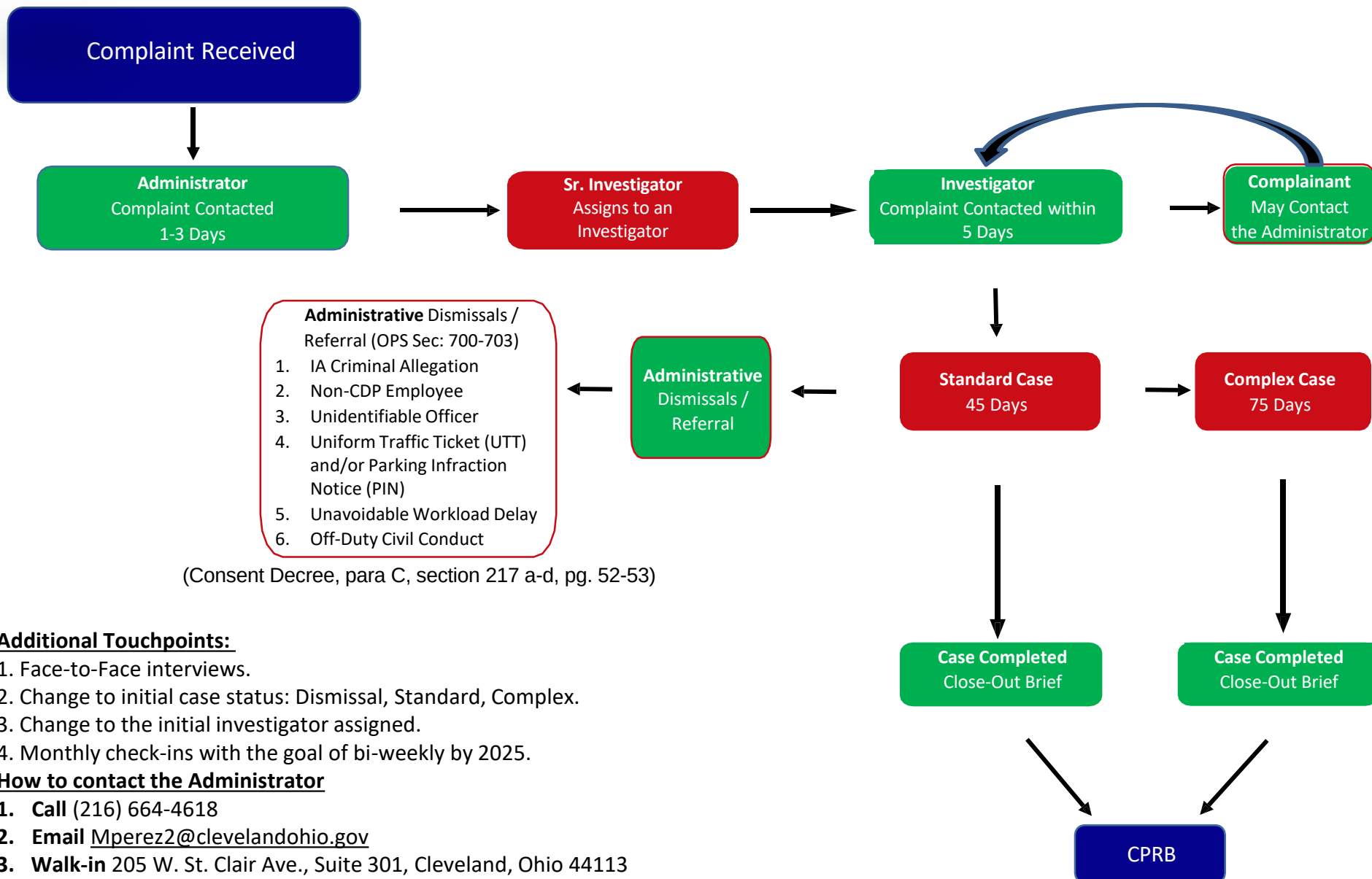
(Consent Decree, para C, section 217 a-d, pg. 52-53)

Non-CDP Employee	Unidentifiable Officer	Uniform Traffic Ticket (UTT) and Parking Infraction Notice (PIN)	Unavoidable Workload Delay	Off-Duty Civil Conduct
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Task Organization





Additional Touchpoints:

1. Face-to-Face interviews.
2. Change to initial case status: Dismissal, Standard, Complex.
3. Change to the initial investigator assigned.
4. Monthly check-ins with the goal of bi-weekly by 2025.

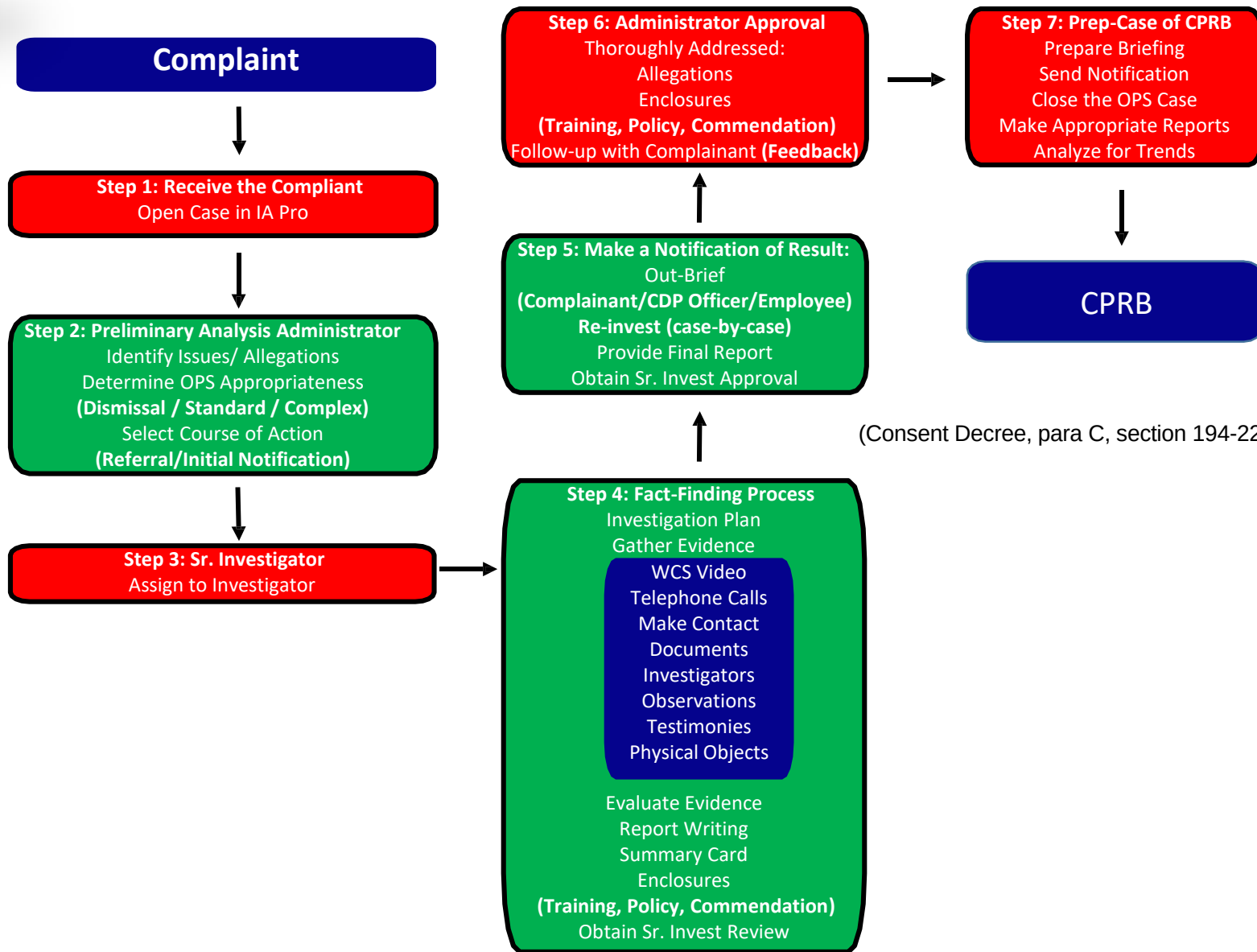
How to contact the Administrator

1. **Call** (216) 664-4618
2. **Email** Mperez2@clevelandohio.gov
3. **Walk-in** 205 W. St. Clair Ave., Suite 301, Cleveland, Ohio 44113



OPS 7-Step Investigation Process

(Does not include appeals processes)





Summary Investigation Out-Brief

Investigator – (Hercules Harris)

OPS Case # 2022-02XX - Complainant (A.D)

Subject (A.O) Badge #8567

Administrative/Case Information

Status: Open (9/23/2022) / Closed (12/2/2022) (Open 70 days)

Investigation Type: Standard

Initial Allegation #1: Unprofessional Behavior

Initial Allegation #2: Lack of Service

Other Matters: N/A

References: Manual Rule & Regulations 5.09 – Personnel shall be courteous and respectful in their speech, conduct, and contact with others. Manual Rule & Regulations 4.18 – Officers shall investigate all reports of suspected criminal activity requiring police action that come to their attention.

Evidence Collection: Officer O' WCS and CDP Incident Report (2022-00253644)

Case Summary: Mr. D stated that his neighbors threatened him and his mother on 8/30/2022. He spoke to Officer A.O #8567 and informed her of the situation. Officer O was rude to him and didn't take police action.

Key Findings:

Narrative: Officer O' WCS did not show Mr. D repeatedly trying to get her attention. Officer O acknowledged and approached Mr. D when he signaled for her. Officer O was respectful in her speech. When Mr. D asked for her badge number, she gave it to him and listened to his concerns. Mr. D's statement that Officer Owens told the neighbor that he called the police was inconsistent with the WCS.

Officer Owens' WCS showed Mr. D never informed her that death threats or racial slurs were made towards him or his mother.

Officer Owens asked Mr. D what the neighbor said to him. Based on that comment, Officer O explained to Mr. D that there was nothing she could do because that comment was not a violation of the law.

Officer O notified her immediate supervisor (Sgt. B.C #3456) immediately via phone and informed him of the situation. She left the scene to de-escalate the situation. Sgt. B.C arrived at the scene shortly after and spoke to Mr. D.

- ☐ **Briefed to Complainant:** N/A
 - ☐ **Did Complainant Request Additional Support:** N/A
 - ☐ **Briefed to CDP Officer or Employee:** N/A
 - ☐ **Policy or Training Recommendation:** N/A
- (Consent Decree, para C, section 226, pg.54)

Lack of Service / No Service	Improper Procedure	Unprofessional Behavior / Conduct	Harassment	Biased Policing	Missing / Damaged Property	Excessive Force
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90-Day Overall Assessment

OPS 2024 and Beyond is an administrator's initiative that operationalizes strategic policing oversight by ensuring the future OPS has the necessary capabilities to accomplish its mission.

Near Term (2023-2025) Drive change to Integrate innovative solutions to increase investigative capability and capacity.

- Reorganize OPS to enhance oversight investigations operations.
- Establish our training and leader development.
- Maximize leader development, human performance, and professionalism.
- Conduct community engagements, learning, and adaptation.
- Protect the citizens, respond, and engage.

Institutionalize lessons learned from stakeholders and partnerships.

Provide multiple options to respond to and resolve crises.

Explore concepts and research technologies to:

Improve investigation operations' speed, tempo, and endurance.

(Consent Decree, para C, section 194-229, pg. 47-55)



Closing Comments



The Office of Professional Standards