

BEFORE THE COLUMBUS DEPARTMENT OF
PUBLIC SAFETY

- - -

In the Matter of:

Officer Adam Coy
IAB No. 202012-1029

- - -

TRANSCRIPT OF PROCEEDINGS

- - -

NED PETTUS JR.
Safety Director, Presiding

- - -

Monday, December 28, 2020
10:00 a.m.
Department of Public Safety
77 N. Front Street
Columbus, Ohio 43215

- - -

TRACI E. PEOPLES
PROFESSIONAL COURT REPORTER

- - -

ANDERSON REPORTING SERVICES, INC.
1421 West Third Avenue
Columbus, Ohio 43212
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1 APPEARANCES:

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3 LIEUTENANT TIM MYERS
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6 Columbus, Ohio 43215
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10 On behalf of Columbus Division of
11 Police.

12 JOHN DAVIS, Assistant Grievance Chair
13 MARK FESTER, Grievance Chair
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20 On behalf of Officer Adam Coy.

21 - - -

22 ALSO PRESENT:

23 Sergeant Brian Steel, FOP
24 Douglas Sarff, Department of Public Safety
Susan Williams, City Attorney's Office (via phone)

- - -

I N D E X

- - -

EXHIBITS

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City Exhibit No. 1 6
(Administrative investigation completed by
Chief Quinlan and supporting documents)

City Exhibit No. 2 8
(Memoranda from Chief Quinlan to Safety
Director Pettus)

City Exhibit No. 3 8
(Notice of Departmental Charges to Officer
Coy)

City Exhibit No. 4 8
(Documents from Officer Coy's personnel
file)

(Exhibits retained by Safety Director)

- - -

1 MONDAY MORNING SESSION
2 December 28, 2020
3 10:00 a.m.

4 - - -

5 P R O C E E D I N G S

6 - - -

7 BE IT REMEMBERED THAT, on the 28th day of
8 December, 2020, this cause came on for hearing
9 before NED PETTUS JR., Safety Director. And, the
10 parties appearing in person and/or by counsel, as
11 hereinafter set forth, the following proceedings
12 were had:

13 - - -

14 SAFETY DIRECTOR PETTUS: This inquiry
15 involves the matter of Officer Adam Coy, No. 2275,
16 regarding IAB No. 202012-1029.

17 Today's date is December 28, 2020,
18 approximately 10:00 a.m. The location is the
19 Department of Public Safety, director's conference
20 room.

21 I am Safety Director Ned Pettus Jr.

22 And at this time, we will go around the
23 room and have each person identify yourself by name
24 and who you represent.

LIEUTENANT MYERS: Lieutenant Tim Myers,

1 Division of Police.

2 LIEUTENANT LIPP: Lieutenant Jeffrey
3 Lipp, Division of Police.

4 MR. DAVIS: John Davis, FOP.

5 SERGEANT STEEL: Brian Steel, FOP.

6 MR. FESTER: Mark Fester, FOP.

7 MR. SARFF: Doug Sarff, department human
8 resources officer.

9 SAFETY DIRECTOR PETTUS: Thank you.

10 Has Officer Coy received a copy of any
11 investigation report and/or charges and
12 specifications?

13 MR. FESTER: We have.

14 SAFETY DIRECTOR PETTUS: Okay. And at
15 this time, Lieutenant, you can read the charges and
16 specifications into the record, or Officer Coy's
17 representation can waive the reading of the charges
18 and specifications.

19 MR. DAVIS: We will waive, if you want
20 to.

21 LIEUTENANT MYERS: Yes, that's fine.

22 SAFETY DIRECTOR PETTUS: Okay. Then,
23 Lieutenant, if you would give an overview of the
24 facts and arguments, please.

1 LIEUTENANT MYERS: Good morning,
2 Director. This is Lieutenant Tim Myers with the
3 Division of Police.

4 The disciplinary matter before you today
5 involves Officer Adam Coy. Officer Coy has been
6 with the Division for 19 years and is assigned to
7 Zone 4, evening mid-watch patrol. Officer Coy has
8 been departmentally charged under Rule of
9 Conduct 1.04, Cause for Dismissal; and 1.19, Use of
10 Force.

11 The first thing I would like to do to
12 make sure we're all working off the same sheet of
13 music is to build a record here. So I'm going to be
14 introducing four exhibits. They have already been
15 provided to you, sir. And we have also already
16 provided copies to the FOP, mostly via e-mail
17 yesterday. And then also we have a hard copy here
18 today.

19 - - -

20 And, thereupon, City Exhibit Nos. 1
21 through 4 were previously marked for purposes of
22 identification.

23 - - -

24 LIEUTENANT MYER: The first exhibit,

1 which I premarked for identification as City 1, is
2 the administrative investigation completed by Chief
3 Quinlan and the supporting documents with that
4 investigation.

5 The second exhibit, City 2, is the
6 collection of memoranda that Chief Quinlan wrote to
7 your office in advance of this hearing,
8 requesting -- notifying you of the internal
9 investigation and requesting expedited termination
10 in this case.

11 And then City Exhibit 3 is the notice of
12 departmental charges that were served to Officer
13 Coy.

14 And City Exhibit 4 are some personnel
15 documents from Officer Coy's personnel file, a
16 summary of his work history, and a summary of his
17 assignment history.

18 Any questions, sir, about the exhibits?

19 SAFETY DIRECTOR PETTUS: No.

20 LIEUTENANT MYERS: Okay.

21 This is a sad day for the Division of
22 Police and the City of Columbus. A man is dead. A
23 Columbus police officer is responsible. And unlike
24 the vast majority of other uses of deadly force by

1 our officers, the evidence at hand indicates that
2 this killing was not objectively reasonable.

3 That being the case, it is our solemn
4 today duty to seek termination for the officer
5 responsible, Officer Adam Coy.

6 The full details of the circumstances
7 related to these charges are contained in the
8 investigative package before you. And pending your
9 questions, I will let Chief Quinlan's investigation
10 and the memoranda the Chief wrote to your office
11 speak for themselves, although I'm happy to go into
12 detail at any point if any party would like.

13 In summary, based on the known facts,
14 Officer Coy is accused of fatally shooting Mr. André
15 Hill, without legal justification. This is
16 aggravated by Officer Coy's failure to use trained
17 techniques to deescalate the situation and his
18 failure to render appropriate aid to Mr. Hill after
19 shooting him.

20 Moreover, Officer Coy did not activate
21 his body-worn camera until after the shooting. This
22 violated the Division of Police policy and deprived
23 us of critical evidence in this case.

24 Section 10.8 of the FOP Collective

1 Bargaining Agreement provides that departmentally
2 charged members are entitled to a hearing before the
3 Chief of Police, only if the member is to be placed
4 in a leave without pay status pending the Director
5 of Public Safety hearing.

6 In this case, Officer Coy has not been
7 placed in a leave without pay status pending this
8 hearing. Though he has been relieved of his police
9 authority, he has continued to receive full pay and
10 benefits, pending your determination.

11 Accordingly, based on the facts and
12 evidence personally known to and observed by Chief
13 Quinlan, Chief Quinlan decided to forego a hearing
14 at his level and sustain the Cause for Dismissal and
15 Use of Force charge.

16 Section 10.9 of the FOP Collective
17 Bargaining Agreement requires that a member receive
18 written notice from the Chief of Police for all
19 charges and specifications against them prior to a
20 departmental hearing with the Public Safety
21 Director.

22 Officer Coy was served with a copy of the
23 charges and specifications through his attorney on
24 December 24, 2020.

1 Chief Quinlan took into account Officer
2 Coy's work history, culpable mental state, and the
3 nature and severity of the offenses against him
4 prior to making his recommendation for discipline.

5 Chief Quinlan was cognizant of Section
6 10.3 of the Collective Bargaining Agreement, which
7 requires most discipline to be progressive, except
8 for the offenses that are of a critical nature.

9 Chief Quinlan was also mindful that
10 misconduct that results from deliberate intention
11 would indicate that a more severe penalty, up to the
12 maximum penalty, may be imposed.

13 With those factors in mind, Chief Quinlan
14 recommended a suspension of 240 working hours and
15 termination for all charges and specifications.

16 I am confident that no Columbus Police
17 Officer wakes up intending to do unjustified
18 violence to our neighbors. But we cannot be judged
19 by our good intentions. We must be judged by our
20 actions. When the actions of one of our own falls
21 short, we have a responsibility to identify it,
22 address it, correct it, and prevent it.

23 With these considerations in mind, it is
24 the position of the Chief of Police that Officer Coy

1 has no further value as a member of the Division of
2 Police and recommends his termination.

3 Pending any questions, that's all I have.

4 SAFETY DIRECTOR PETTUS: Okay.

5 Officer Coy's representation, you may
6 provide whatever information it is that you choose.

7 MR. DAVIS: Thank you, Director.

8 We would note for the record that a
9 continuance was requested due to Officer Coy's
10 counsel being on vacation. And this notice was
11 served after 5:00 p.m. on Christmas Eve, for a
12 hearing scheduled the following Monday morning.

13 We would also note, due to the
14 unavailability of counsel, we are preserving all
15 contractual and just-cause arguments in this matter.

16 We would also note that this was not a
17 Priority 1 or 2 run, and that the body-worn camera
18 policy cannot be applied retroactively.

19 Thank you.

20 SAFETY DIRECTOR PETTUS: Okay.

21 Lieutenant Myers, do you have any
22 rebuttal?

23 LIEUTENANT MYERS: Nothing, sir.

24 SAFETY DIRECTOR PETTUS: Okay.

1 If there is nothing further, I will take
2 everything into consideration that has been provided
3 to me and presented here today, and you will be
4 notified of my decision.

5 LIEUTENANT MYER: Thank you, Director.

6 MR. DAVIS: Thank you.

7 SAFETY DIRECTOR PETTUS: Thank you.

8 - - -

9 And, thereupon, the hearing was
10 concluded at approximately 10:12 a.m.

11 - - -

C-E-R-T-I-F-I-C-A-T-E

I do hereby certify that the foregoing is a true, correct and complete written transcript of the proceedings in this matter, taken by me on the 28th day of December, 2020, and transcribed from my stenographic notes.

Traci E. Peoples

TRACI E. PEOPLES
Professional Reporter and
Notary Public in and for
the State of Ohio

My Commission Expires: July 15, 2024

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