

**GWINNETT COUNTY POLICE DEPARTMENT
REPORT OF DISCIPLINARY ACTION**

**19F-181
OPS CASE #**

Employee's Name/Badge#: TODD W. RAMSEY, #547 Personnel #: 16947
Division/Section/Unit: UNIFORM / CENTRAL PCT Rank/Position: MPO
Date/time of Offense: 04-01-2019 / 1725 HRS.
Location of Offense: I-85 NB NEAR LAWRENCEVILLE-SUWANEE RD
Policy or Policies Violated: (Please be specific)

202.02 DUTY TO ABIDE BY ALL LAWS & ORDERS (FOLLOWING TOO CLOSE, NO SEAT BELTS)

Explanation of Violation(s): (Briefly summarize)

EMPLOYEE INVOLVED IN SERIOUS INJURY AT-FAULT VEHICLE ACCIDENT ON I-85 NB.

RECOMMENDED DISCIPLINARY ACTION:

- (1) Written Reprimand
- (2a) Suspension of _____ hours
_____ days with no options
- (2b) Suspension of _____ hours
_____ days with the option to use leave
- Employee elected not to use option.
- Employee elects to forfeit _____ hours
_____ days annual leave.
- Human Resources Unit will deduct same from accrued leave.

(3) Suspension date(s): _____

(4) Other: DEMOTION TO POLICE OFFICER SENIOR; NOT AUTHORIZED TO OPERATE VEHICLE.

Date Recommended: 09-09-2019

By CHIEF A.A. AYERS
(Supervisor's Name - Please Print)

A.A. Ayers 277
(Supervisor's Signature)

Date Approved: 09-09-2019

By A.A. Ayers 277
(Signature of Chief or Designee)

For Human Resources Use Only

- _____ hours
_____ days of annual leave deducted.
- Copy of this report returned to the Chief of Police.

Date: _____ Processed by: _____
(Please Print)



September 9, 2019

Master Police Officer Todd W. Ramsey, #547
Uniform Division

Notification of Intent to Demote

This memorandum will serve as notice of my intent to demote you from Master Police Officer to Police Officer Senior. This action is being imposed for your violations of Gwinnett County Merit System Rules and Regulations Section 420.000 (Reasons for Disciplinary Actions), in accordance with Section 410.200 (Demotions) and the Gwinnett County Police Department General Directives 202.02, specifically:

Merit System Rules and Regulations: (Section 420.000)

(420.10) (Violation of County ordinances, Merit System Rules and Regulations, administrative policies, or departmental rules)

Gwinnett County Police Department General Directives:

(202.02) (Duty to abide by all laws and orders)

On April 1, 2019 you were driving your assigned patrol vehicle home after completing your tour of duty. While traveling home, you became distracted and caused a collision involving four vehicles. One of the drivers was critically injured and as a result of her injuries will require extensive lifelong medical treatment and life care. You were also severely injured in this collision. After a thorough investigation by the GCPD Accident Investigation Unit, you were found to be at fault for Following too Closely. The investigation also revealed that you were not wearing your seatbelt as required.

Since beginning your employment with the Gwinnett County Police Department on December 7, 1996, you have been involved in eight (8) at-fault vehicle collisions while operating your assigned patrol vehicle. Disciplinary actions resulting from these eight at-fault collisions include:

- One Day Suspension (3)
- Written Reprimand (1)
- Verbal Document Counseling (3)
- Loss of Good Driving Record (1)

Notification of Intent to Demote

September 9, 2019

Page 2 of 2

Based upon the severity of your most recent collision as well as your driving history, a demotion in rank is appropriate. Prior to reaching a final decision on this matter, it is my desire to consider all relevant information. Please contact Mrs. Lydia Harris in the Chief's Office at 770-513-5208 immediately or within 48 hours of receipt of this Notice to request a meeting. If you wish to meet with me, we will schedule a mutually agreeable time. In lieu of meeting, you may provide a written statement. If you choose not to respond to this Notice of Intent to Demote, I will proceed with my final decision on this matter without your input. In such case, you will be notified, in writing, of my decision not later than the close of business on September 12, 2019.

A. A. Ayers
Chief of Police

Acknowledgement of Receipt

I have served the Addressee with the original of this letter.

Name of Server (Please Print)

Signature of Server

I hereby acknowledge service and receipt of the original of this letter on 9-9-19 at 11:00

Date

Time

Name of Employee (Please Print)

Signature of Employee

(There should be two original Notifications. The employee should be provided one and the other kept for department.)

CC: Sheryl Dallas, Director of Human Resources



September 12, 2019

Master Police Officer Todd W. Ramsey, #547
Uniform Division

Notification of Demotion

This memorandum will serve as notice of your demotion from Master Police Officer to Police Officer Senior. This action is being imposed for your violations of Gwinnett County Merit System Rules and Regulations Section 420.000 (Reasons for Disciplinary Actions), in accordance with Section 410.200 (Demotions) and the Gwinnett County Police Department General Directives 202.02, specifically:

Merit System Rules and Regulations: (Section 420.000)

(420.10) (Violation of County ordinances, Merit System Rules and Regulations, administrative policies, or departmental rules)

Gwinnett County Police Department General Directives:

(202.02) (Duty to abide by all laws and orders)

On April 1, 2019 you were driving your assigned patrol vehicle home after completing your tour of duty. While traveling home, you became distracted and caused a collision involving four vehicles. One of the drivers was critically injured and as a result of her injuries will require extensive lifelong medical treatment and life care. You were also severely injured in this collision. After a thorough investigation by the GCPD Accident Investigation Unit, you were found to be at fault for Following too Closely. The investigation also revealed that you were not wearing your seatbelt as required.

Since beginning your employment with the Gwinnett County Police Department on December 7, 1996, you have been involved in eight (8) at-fault vehicle collisions while operating your assigned patrol vehicle. Disciplinary actions resulting from these eight at-fault collisions include:

- One Day Suspension (3)
- Written Reprimand (1)
- Verbal Document Counseling (3)
- Loss of Good Driving Record (1)

Notification of Demotion
September 12, 2019
Page 2 of 2

On Monday, September 9, 2019 at 11:00, you were served a Notice of Intent to Demote based on the aforementioned facts regarding the April 1, 2019 accident and your previous driving record. You were afforded the opportunity to contact the Chief's Office within 48 hours to schedule a meeting with me and / or provide a memorandum detailing any mitigating circumstances that you feel should be considered.

As of the close of business on Wednesday, September 11, 2019, you failed to contact my office to schedule a meeting and you declined to provide any additional information for my consideration. Therefore, your demotion from the rank of Master Police Officer to the rank of Police Officer Senior will become effective on Friday, September 13, 2019.



A.A. Ayers
Chief of Police

Acknowledgement of Receipt

I have served the Addressee with the original of this letter.

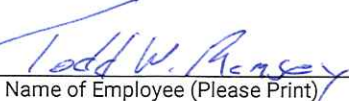


Name of Server (Please Print)

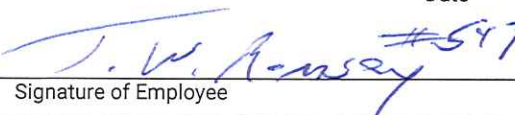


Signature of Server

I hereby acknowledge service and receipt of the original of this letter on 091619 at 0910
Date Time



Name of Employee (Please Print)



Signature of Employee

(There should be two original Notifications. The employee should be provided one and the other kept for department.)

CC: Sheryl Dallas, Director of Human Resources



GWINNETT COUNTY
POLICE DEPARTMENT
OFFICE OF THE CHIEF

770 Hi-Hope Road | Lawrenceville, GA 30043
P.O. Box 602 | Lawrenceville, GA 30046-0602
(O) 770.513.5210 | (F) 770.513.5005
www.gwinnettcounty.com | www.gwinnettpolice.com
A.A. (Butch) Ayers, Police Chief

TO: Police Officer Senior T.W. Ramsey, #547
FROM: A.A. Ayers
Chief of Police
SUBJECT: Operation of Gwinnett County Vehicles
DATE: September 13, 2019

The purpose of this letter is to inform you that effective immediately, you are hereby prohibited from driving or operating a Gwinnett County vehicle for any reason to include official or unofficial business. This statement shall apply for the duration of your employment with Gwinnett County government. Should you choose to drive or operate a Gwinnett County vehicle; you will assume full personal liability and your employment will be immediately terminated.

Todd W. Ramsey
Employee Name - PRINT

ASST. CHIEF E. SPELMAN
Division Commander - PRINT

Todd W. Ramsey #547
Employee Name - SIGNATURE

Assistant Chief E. Spelman
Division Commander - SIGNATURE

9-16-19