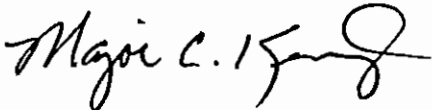


INTEROFFICE MEMORANDUM

Date: July 29, 2019

To: F. D. Blackmon, Major, Office of Professional Standards



From: Charles Kennedy, Major, Bureau of Patrol Services

Subject: Review and Employee Early Intervention Session

Re: *Officer Kenneth Rammage*

In order to satisfy the requirements of Section 2-6.9 of the Columbus Police Department Policies and Procedures manual regarding the Employee Early Intervention System, the following criteria was reviewed and addressed in a counseling session conducted with **Officer Kenneth Rammage**. The employee's immediate supervisor **Sergeant June Reeves**, along with **Major Charles Kennedy**, **Lieutenant Wendy Holland**, **Command Sergeant Alan Malone**, **Sergeant Paul Grubb** and **Michele Folds** were present for the meeting.

Criteria Used to Trigger the EIS:

Two or more disciplinary actions within a twelve-month period.

Date of the Counseling Session:

July 29, 2019 at 1025 hours.

Status of Any Personnel Complaints Presently Under Investigation:

None

Summary of Personnel Complaint Memorandums Already Completed:

01/26/2017 – Complainant Jessica Bauer. Sustained

Summary of Field Use-of-Force Reports:

09/02/2017 at 0053 hours, Jeremiah Lockhart, Tackled to ground – Justified

09/26/2017 at 0024 hours, Shay Vajas, Taking to ground - Justified

08/20/2018 at 2100 hours, Joseph Samuel Best, Taser deployed – Justified

F.D. Blackmon, Major, Office of Professional Standards
Review and EIS Counseling
July 29, 2019

Summary of Vehicle Pursuit Reports:

04/03/2017 – No Final Decision Listed.

12/10/2017 – Pursuit Initiation was within policy, Continuation was NOT within policy

12/28/2017 – Pursuit Initiation was within policy, Continuation was NOT within policy.

Formal Disciplinary Actions:

01/26/2017 (03/12/2017) – Section 1-6.13 "Reporting Requirements". Letter of Reprimand

03/21/2019 (03/23/2019) – Section 1-7.6 (D), "Neglect and Dereliction of Duty". Suspension (04/18/2019)

05/07/2019 (07/15/2019) – Section 1-7.6 (M), "Rough, Dangerous, or Careless Handling of City Property". Letter of Reprimand

Any Trends or Patterns Indicated:

None

Summary of Employee's Response During the Meeting:

Officer Rammage was reminded of the Employee Early Intervention Session and the above criteria that required it. Officer Rammage acknowledged his understanding of each one and did not object to the disciplinary action taken against him for the policy violations of Section 1-6.13 "Reporting Requirements" on January 26, 2017; Section 1-7.6 (D), "Neglect and Dereliction of Duty" on March 21, 2019 and Section 1-7.6 (M), "Rough, Dangerous, or Careless Handling of City Property" on May 7, 2019. Officer Rammage stated that he accepted the disciplinary action against him and will do better to follow policy.

Specific Recommendations for Improved Performance and/or Future Actions:

Officer Rammage has been counseled and disciplined regarding the above policy violations. He is encouraged to perform her duties up to, if not exceed, department standards. He is further advised to be obedient to department policy and procedure in all aspects of her duties. Officer Rammage was also informed that future violations will result in additional disciplinary action taken against him. Officer Rammage is to be closely monitored, to ensure that he performs his duties without any issues, problems, or violations of policy.

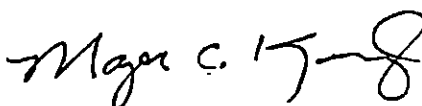
CDK/mf

c: R. T. Boren, Chief of Police
G. J. Slouchick, Assistant Chief of Police

INTEROFFICE MEMORANDUM

Date: December 16, 2019

To: F. D. Blackmon, Major, Office of Professional Standards



From: Charles Kennedy, Major, Bureau of Patrol Services

Subject: Review and Employee Early Intervention Session

Re: *Officer Kenneth Rammage*

In order to satisfy the requirements of Section 2-6.9 of the Columbus Police Department Policies and Procedures manual regarding the Employee Early Intervention System, the following criteria was reviewed and addressed in a counseling session conducted with *Officer Kenneth Rammage*, along with *Major Charles Kennedy, Lieutenant, Sergeant Jonathan McKelvey, Sergeant Paul Grubb and Michele Folds* were present for the meeting.

Criteria Used to Trigger the EIS:

Two or more disciplinary actions within a twelve-month period.

Date of the Counseling Session:

December 16, 2019 at 0930 hours.

Status of Any Personnel Complaints Presently Under Investigation:

None

Summary of Personnel Complaint Memorandums Already Completed:

01/26/2017 – Complainant Jessica Bauer. Sustained

Summary of Field Use-of-Force Reports:

09/02/2017 at 0053 hours, Jeremiah Lockhart, Tackled to ground – Justified
09/26/2017 at 0024 hours, Shay Vajas, Taking to ground - Justified
08/20/2018 at 2100 hours, Joseph Samuel Best, Taser deployed – Justified
08/11/2019 at 1315 hours, Brandon Roberts, Taser deployed – Justified

F.D. Blackmon, Major, Office of Professional Standards
Review and EIS Counseling
December 16, 2019

Summary of Vehicle Pursuit Reports:

04/03/2017 – No Final Decision Listed.

12/10/2017 – Pursuit Initiation was within policy, Continuation was NOT within policy.

12/28/2017 – Pursuit Initiation was within policy, Continuation was NOT within policy.

Formal Disciplinary Actions:

09/08/2019 (09/18/2019) – Section 3-8.4, "Uniform Regulations". Letter of Reprimand

10/07/2019 (10/17/2019) – Section 1-7.6 (D), "Neglect and Dereliction of Duty".
Suspension (10/24/2019 – 10/25/2019)

10/13//2019 (10/16/2019) – Section 4-2.3 (C).7(a), "Sickness/Injury Leave Procedures".
Letter of Reprimand

Any Trends or Patterns Indicated:

No

Summary of Employee's Response During the Meeting:

Officer Rammage was reminded of the Employee Early Intervention Session and the above criteria that required it. Officer Rammage acknowledged his understanding of each one and did not object to the disciplinary action taken against him for the policy violations of Section 3-8.4, "Uniform Regulations" on September 8, 2019; Section 1-7.6 (D), "Neglect and Dereliction of Duty" on October 7, 2019 and Section 4-2.3 (C).7(a), "Sickness/Injury Leave Procedures" on October 13, 2019. Officer Rammage stated that he accepted the disciplinary action against him and will do better to follow policy.

Specific Recommendations for Improved Performance and/or Future Actions:

Officer Rammage has been counseled and disciplined regarding the above policy violations. He is encouraged to perform his duties up to, if not exceed, department standards. He was further advised to be obedient to department policy and procedure in all aspects of his duties. Officer Rammage was also informed that future violations will result in additional disciplinary action taken against him. Officer Rammage is to be closely monitored to ensure that he performs his duties without any issues, problems, or violations of policy.

CDK/mf

c: R. T. Boren, Chief of Police
G. J. Slouchick, Assistant Chief of Police

EMPLOYEE DISCIPLINARY RECORD

(See page 2 for instructions)

1. EMPLOYEE'S NAME	Officer First Class Kenneth Rammage	SOCIAL SECURITY NO. (Last 4 digits only)
2. DEPARTMENT	Columbus Police Department	Action Date 02/21/2020

3. TYPE OF ACTION Correction ☒ Correction with Probation ☐ Correction with Suspension ☐
Recommendation for Dismissal ☐

4. DATE OF VIOLATION 02/17/2020	TIME OF VIOLATION 19:00	PLACE OF VIOLATION 303 48th Street
------------------------------------	----------------------------	---------------------------------------

5. NATURE OF VIOLATION: Substandard Work ☐ Conduct ☐ Attendance ☐ Carelessness ☒
Disobedience ☐ Other (Specify):

6. DESCRIPTION OF VIOLATION:

On 02-17-20 Officer Rammage did not properly secure a prisoner in handcuffs (Violation of Section 3-23.2). During the arrest the prisoner's right hand became free from the cuffs and the prisoner had a ball point pen clinked in his right palm. The prisoner threatened to commit suicide and attempted to stab himself in the neck with the ball point pen causing police to intervene.

7. PREVIOUS DISCIPLINARY ACTIONS: Describe:

Suspensions: 04-18-19, 10-24-19, 10-25-19 (Sleeping on Duty); 07-20-18 (Failure to Report for Duty)

8. EMPLOYEE'S REMARKS RE VIOLATION:

9. ACTION TO BE TAKEN:

Officer Rammage will receive a letter of reprimand for violation of Section 3-23.2 of policies and procedures. Sergeant Farmer notified Officer Rammage of this action by delivering an Inter-Office Memo to Officer Rammage on 02-21-2020.

10. I acknowledge receipt of this disciplinary action and that its contents have been discussed with me. I understand that my signature does not necessarily indicate agreement and that refusal to sign will not invalidate the disciplinary action. I understand that this form will be placed in my personnel file. I further have been informed that I may submit a written response to the information in this form, and that my written response will also be kept in my personnel file.

I have read the above or had it explained to me.

EMPLOYEE'S SIGNATURE

TITLE

DATE

Officer

4/1/2020

SIGNATURE OF PERSON WHO PREPARED
REPORT

Sergeant

02/21/2020

SUPERVISOR

Sergeant

02/21/2020

DEPARTMENT DIRECTOR'S SIGNATURE

DATE

HUMAN RESOURCES DIRECTOR'S SIGNATURE

DISTRIBUTION OF RECORD: Department Director ☐ Human Resources Director ☐ Affirmative Action Officer ☐
Employees ☐

INSTRUCTIONS FOR COMPLETION OF EMPLOYEE DISCIPLINARY RECORD

Signature of Officer Rammage: [Signature] Date: 02/22/20

Signature of Sergeant Farmer: [Signature] Date: 2/24/20



Inter-Office Communication

DATE: February 21, 2020
TO: Kenneth Rammage, Officer First Class, Bureau of Patrol Services
FROM: *Andy Farmer, Sgt.*
Andy Farmer, Sergeant, Bureau of Patrol Services
SUBJECT: Letter of Reprimand

On February 17, 2020 you responded to 303 48th Street in reference to a burglary in progress. Upon your arrival, you and other officers captured two adult male suspects and one male juvenile suspect. You detained one of the suspects by placing the suspect in handcuffs, with the suspect being cuffed behind his back. It was soon discovered the suspect you dealt with was not properly handcuffed and was able to free his right hand.

When I arrived at the scene, the three suspects were seated on the ground with their hands behind their back. As one of the suspects was being prepared to be transferred to a patrol car, the suspect removed his right hand from behind his back. Officer Stice and I were in the process of assisting the suspect from a seated position on the ground to his feet. I was on the left side of the suspect and grabbed the suspect's left arm in order to assist him to his feet. When I made contact with the suspect's left arm, the suspect removed his right hand from behind his back. The suspect stated he was going to kill himself and made a stabbing motion with his right hand towards his neck. The suspect had an unknown object clinched tightly in his right hand. The suspect made contact with his own neck. It was later discovered the object clinched in the suspect's right hand was a ball point pen.

The suspect ___ you dealt with was not properly handcuffed and as a result, presented a clear and present danger to himself, as well as a serious threat to Officer Stice and I. Officers had to physically deal with the suspect to pry the pen from his right hand and struggled to get him properly secured. You were in violation of Section 3-23.2 of policies and procedures (Handcuffing).

Section 3-23.2 (Handcuffing) states when an officer uses handcuffs, they shall be used in such a manner as to obtain maximum security. The policy further states the handcuffs will be double locked.

As a result of this violation, you are receiving this letter of reprimand. During a discussion pertaining to this incident, you accepted responsibility for your actions. You also realized the severity of the situation. Please let this serve as a learning experience and reminder to always be extra vigilant when dealing with prisoners. Any future violations of this nature may result in more severe disciplinary action.

Cc: C. Kennedy, Major, Bureau of Patrol Services

C. Dent, Captain, Bureau of Patrol Services

B. Gasaway, Lieutenant, Bureau of Patrol Services

C. Bartlett, Sergeant, Bureau of Patrol Services

B. Rawn, Captain, Personnel

file

LT. M. B. [Signature] 02.22.20

Capt J.C.D. 022220

RECEIVED

FEB 24 2020

CK
PATROL SERVICES
MAJOR C D KENNEDY

Regina Millirons

From: Regina Millirons
Sent: Friday, March 27, 2020 4:00 PM
To: Kenneth Rammage; Reginald (Andy) Farmer; Clayton Bartlett; Bill Gasaway; Matt Blackstock; Consuelo Askew; Clyde Dent
Cc: Bill Rawn; Annalisa Shelling; Cynthia Turner; Regina Millirons
Subject: DISCIPLINARY FOR OFC KENNETH RAMMAGE - SIGNATURE NEEDED
Attachments: Rammage, Kenneth - Discp. Ltr 03-26-20.pdf

Please have OFC Kenneth Rammage come to the Personnel Office, **no later than Friday, April 10, 2020** to sign his disciplinary form. See attachment.

Thank you,

Regina Millirons
Personnel
Bureau of Administrative Services
Direct #: [REDACTED]
Office #: [REDACTED]
[REDACTED]



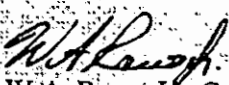
R.T. Boren
Chief of Police

Columbus Police Department
P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 - 1866



G. Slouchick
Assistant Chief

MEMORANDUM

DATE: March 26, 2020
TO: Kenneth Rammage, OFC - Bureau of Patrol Services
FROM: 
W.A. Rawns Jr., Captain, Personnel
SUBJECT: **EMPLOYEE DISCIPLINARY RECORD**

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

WAR/ram

c: Employee
Personnel File

Phone (706) 653-3154 FAX (706) 653-3152
An Equal Opportunity Organization

(See reverse side for instructions)

Major C. K. J. 7/16/19

INSTRUCTIONS FOR COMPLETION OF EMPLOYEE DISCIPLINARY RECORD

(Please answer every item on this form fully.)

1. **EMPLOYEE'S NAME AND SOCIAL SECURITY NUMBER** – *Self Explanatory*
2. **EMPLOYEE'S DEPARTMENT AND DATE OF ACTION** – *Self Explanatory*
3. **TYPE OF ACTION** – *Check the appropriate box.*
4. **DATE, TIME, AND PLACE OF VIOLATION** – *Self Explanatory*
5. **NATURE OF VIOLATION** – *Check the appropriate box. If the nature of the violation is not listed, include it under the category of "other" and be specific.*
6. **DESCRIPTION OF VIOLATION** – *Describe what happened in as much detail as possible. There should be no questions in the mind of anyone as to what the employee has done. See Human Resources Policy No. 220-501*
7. **PREVIOUS DISCIPLINARY ACTION** – *If there has been previous disciplinary action, list date, nature of actions and penalties imposed.*
8. **EMPLOYEE'S REMARKS RE VIOLATION** – *The employee should be informed that if he/she refused to furnish information or sign the form, it will be assumed that the information recorded is correct in every detail.*
9. **ACTION TO BE TAKEN** – *The disciplinary action taken will be recorded in this section of the form and signed by the appointing authority in accordance with Human Resources Policy No. 220-502. See Human Resources Policy No. 220-504 or contact Human Resources to appeal any disciplinary action taken.*
10. **SIGNATURE, TITLE, AND DATE** – *Self Explanatory*
11. **DISTRIBUTION OF RECORD** – *Self Explanatory*

JUL 17 2019

ASST. CHIEF'S OFFICE

Coordination and consultation' with the Human Resources Director is required for suspension without pay for a period of time exceeding five (5) days.

Termination requires approval of the Department Director and coordination/consultation' with the Human Resources Director must occur in advance. Employees may be suspended without pay for up to five (5) days and directed to leave the work area pending the approval process. Refer to Policy No. 220-503 involuntary Termination, for exact termination procedures. For position of grade G10 and above, the City Manager must be consulted prior to termination. For Public Safety grades P13 and above, consultation with the Mayor(Public Safety Director) is required.

¹ The purpose of coordination and consultation with the Human Resources Director is to assure consistency of disciplinary actions between the departments and compliance with City policies and the various federal and/or state statutes. The Department Director is free to accept the advice of the Human Resources Director or may schedule and executive conference to discuss the issue. The executive conference will include the department head, the Human Resources Director, the City Attorney or Assistant City Attorney and the Mayor and/or City Manager.

RECEIVED
COLUMBUS POLICE DEPT.
CHIEF'S OFFICE
JUL 18 2019



Inter-Office Communication

Date: July 15, 2019

To: Kenneth Rammage, Officer, Bureau of Patrol Services

From: June Reeves, Sergeant, Bureau of Patrol Services

Subject: Letter of Reprimand Accident # 190428000464

On 05/07/2019 at approximately 2100 hours I, Sergeant June Reeves, was notified by you, Officer Kenneth Rammage, that you were involved in an accident in your assigned patrol vehicle. I responded to the scene. You reported that you were in the parking lot of 5750 Milgen Road looking towards Legends Bar and Grill when you sideswiped a yellow pole in the parking lot. You stated that you had driven by a different pole but did not see the one you struck. I observed your patrol vehicle with yellow paint transfer from the left front door to the rear bumper, minor scratches to the left side and a small indentation in the driver side door. I spoke with you about being careful with your driving and paying attention to your surroundings.

You are receiving this **Letter of Reprimand** because your actions were in violation of the **Columbus Police Department Manual Section 1-7.6 (M) Rough, dangerous, or careless handling of city property in a manner to cause or to potentially cause damage to the property or harm others.** You are also required to attend **Remedial Drivers Training Part 1 on September 18, 2019 and Remedial Drivers Training Part 2 on September 25, 2019.** If you have another at fault accident you may receive a more severe penalty. Be mindful that this disciplinary act will have an adverse effect on your annual evaluation.

Cc:

M. Kennedy, Major, Bureau of Patrol Services

H. Miles, Captain, Bureau of Patrol Services *Herman Miles, Capt*

M. Blackstock, Lieutenant, Bureau of Patrol Services

W. Holland, Lieutenant, Bureau of Patrol Services *W. Holland Lt.*

J. Hart Lieutenant, Bureau of Patrol Services

File

RECEIVED

JUL 16 2019

OK
PATROL SERVICES
MAJOR C D KENNEDY

COLUMBU POLICE RAMMAGE, KENNETH ARD

BUREAU

Work Cycle

Off day # if 6/3 Schedule

Name

SSN

28 Day CYCLE - 6/3 Schedule - 19 days @ 9 Hours = 171; 5/2 Schedule - 20 days @ 8 Hours = 160;

4/3 Schedule - 16 days @ 10.5 hrs = 168; 12 hour shift - 14 days = 168 hours

06/02/2018 - 06/29/2018

06/30/2018 - 07/27/2018

DAY	TIME IN	TIME OUT	COURTS					OT	A/S	VA	SK	CMP ACC	CMP TKN	TOTAL HOURS	DAY	TIME IN	TIME OUT	COURTS					OT	A/S	VA	SK	CMP ACC	CMP TKN	TOTAL HOURS
			1	2	3	4	5											1	2	3	4	5							
2															30														
3															1														
4															2	1545	0045										9		
5	2345	0845													3	1545	0045										9		
6	2345	0845													4	1545	0045										9		
7	2345	0845													5	H-S	17										9		
8	2345	0845													6	SD											9		
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26	0800	1700													24	1545	0045										9		
27	0800	1700													25	1545	0045										9		
28	0800	1700													26														
29															27														

NOTES

TOTAL OVERTIME

TOTAL COMP TAKE

TOTAL ACCRUED

TOTAL HOURS

NOTES

TOTAL OVERTIME

TOTAL COMP TAKE

TOTAL ACCRUED

TOTAL HOURS 112

Regina Millirons

From: Regina Millirons
Sent: Tuesday, July 23, 2019 3:16 PM
To: June Reeves
Cc: Joseph Hart; Wendy Holland; Matt Blackstock; Herman Miles; Bill Rawn; Annalisa Shelling; Regina Millirons
Subject: DISCIPLINARY FOR OFFICER KENNETH RAMMAGE

Sgt. Reeves,

I received the original disciplinary paperwork for Officer Rammage regarding the 05/07/19 incident, violating policy code 1-7.6(M) - "Rough, Dangerous or Careless Handling of City Property". In section #7 (Previous Disciplinary Actions) you wrote: "Officer Rammage was suspended for 1 day on 07/20/18 for Failure to Report".

I've have gone through all of Personnel's databases, his personnel file and even pulled his timecard, which shows an off-day for 07/20/18. Nowhere can I find anything on this suspension for Failure to Report in 2018. Our files indicate he had no disciplinaries in 2018. It's possible the paperwork never made it to our office.

Before I send out notification for Officer Rammage to come in and sign this current disciplinary, please check your files or with previous supervisors and forward a copy to me. This could possibly generate or effect an Employee Early Intervention Session (Early Warning).

Thank you,

Regina Millirons

Personnel

Bureau of Administrative Services

Direct # [REDACTED]

Office # [REDACTED]
[REDACTED]

Regina Millirons

From: Regina Millirons
Sent: Wednesday, July 24, 2019 11:44 AM
To: Kenneth Rammage; June Reeves; Joseph Hart; Wendy Holland; Matt Blackstock; Herman Miles
Cc: Bill Rawn; Annalisa Shelling; Regina Millirons; Cynthia Turner
Subject: DISCIPLINARY FOR OFFICER KENNETH RAMMAGE
Attachments: Rammage, Kenneth - Discp. Ltr 07-24-19.pdf

Please have Officer Kenneth Rammage come to the Personnel Office, **no later than Wednesday, August 8, 2019** to sign his disciplinary form. See attachment.

Thank you,

Regina Millirons
Personnel
Bureau of Administrative Services
Direct #: [REDACTED]
Office #: [REDACTED]
[REDACTED]



R.T. Boren
Chief of Police

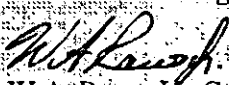
Columbus Police Department

P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 - 1866



G. Slouchick
Assistant Chief

MEMORANDUM

DATE: July 24, 2019
TO: Kenneth Rammage, Officer - Bureau of Patrol Services
FROM: 
W.A. Rawn Jr., Captain, Personnel
SUBJECT: EMPLOYEE DISCIPLINARY RECORD

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

c: Employee
Personnel File

Phone (706) 653-3154 FAX (706) 653-3152

An Equal Opportunity Organization

Regina Millirons

From: Regina Millirons
Sent: Wednesday, July 24, 2019 11:58 AM
To: Charles Kennedy; Freddie Blackmon; Alana M Folds; Debra Bray; Roderick Graham; Jeff Bridges
Cc: Bill Rawn; Annalisa Shelling; Regina Millirons
Subject: EARLY WARNING FOR OFFICER KENNETH RAMMAGE
Attachments: RAMMAGE, KENNETH - Early Warning 07-24-2019.xls

Please see attachment.

Thank you,

Regina Millirons
Personnel
Bureau of Administrative Services
Direct # [REDACTED]
Office # [REDACTED]
[REDACTED]

Name	Date of Offense	Date of Action	Date of Suspension	Policy Violation	Disciplinary Action	Violation	Appeal
RAMMAGE, KENNETH	3/21/19	3/23/19	4/18/19	NEGLECT OR DERELICTION OF DUTY	SUSPENDED 9 HRS. W/O PAY ON 4/18/19	1-7.6(D)	
RAMMAGE, KENNETH	5/7/19	7/15/19	NONE	ROUGH, DANGEROUS OR CARELESS HANDLING OF CITY PROPERTY	LETTER OF REPRIMAND, DATED 7/15/19 & ATTEND REMEDIAL DRIVER'S TRAINING	1-7.6(M)	

EMPLOYEE DISCIPLINARY RECORD

(See page 2 for instructions)

1. EMPLOYEE'S NAME	Officer Kenneth Rammage	SOCIAL SECURITY NO. (Last 4 digits only)
2. DEPARTMENT	Columbus Police Department	Action Date 10/17/2019

3. TYPE OF ACTION Correction ☐ Correction with Probation ☐ Correction with Suspension ☒
Recommendation for Dismissal ☐

4. DATE OF VIOLATION 10/07/2019	TIME OF VIOLATION 05:10	PLACE OF VIOLATION Pierce Chapel Church (5122 Pierce Chapel Road)
------------------------------------	----------------------------	--

5. NATURE OF VIOLATION: Substandard Work ☐ Conduct ☒ Attendance ☐ Carelessness ☐
Disobedience ☐ Other (Specify):

6. DESCRIPTION OF VIOLATION:

On 10-07-19 at about 0510 hours, Officer Rammage was discovered sleeping in his patrol vehicle on duty (CPD policy 1-7.6D), concealed behind Pierce Chapel Church.

7. PREVIOUS DISCIPLINARY ACTIONS: Describe:

Officer Rammage was issued one day suspension without pay on 04-18-19 for sleeping on duty.

8. EMPLOYEE'S REMARKS RE VIOLATION:

9. ACTION TO BE TAKEN:

Officer Kenneth Rammage will be suspended from duty without pay for 2 days on 10-24-19 and 10-25-19. Officer Rammage was notified of this disciplinary action by interoffice memo issued by Sergeant Derick Solt on 10-17-19.

10. I acknowledge receipt of this disciplinary action and that its contents have been discussed with me. I understand that my signature does not necessarily indicate agreement and that refusal to sign will not invalidate the disciplinary action. I understand that this form will be placed in my personnel file. I further have been informed that I may submit a written response to the information in this form, and that my written response will also be kept in my personnel file.

I have read the above or had it explained to me.

EMPLOYEE'S SIGNATURE	TITLE	DATE
	Officer	12/10/19
SIGNATURE OF PERSON WHO PREPARED REPORT		
	Sergeant	10-16-19
SUPERVISOR		
	Sergeant	10-16-19
DEPARTMENT DIRECTOR'S SIGNATURE	DATE	HUMAN RESOURCES DIRECTOR'S SIGNATURE

DISTRIBUTION OF RECORD: Department Director ☐ Human Resources Director ☐ Affirmative Action Officer ☐
Employees ☐

INSTRUCTIONS FOR COMPLETION OF EMPLOYEE DISCIPLINARY RECORD

Captain Herman Miles
10/17/19

10/17/19

(Please answer every item on this form fully.)

1. EMPLOYEE'S NAME AND LAST 4 OF SS# OR EMPLOYEE ID -*Self Explanatory*
2. EMPLOYEE'S DEPARTMENT AND DATE OF ACTION- *Self Explanatory*
3. TYPE OF ACTION- *Check the appropriate box.*
4. DATE, TIME, AND PLACE OF VIOLATION- *Self Explanatory*
5. NATURE OF VIOLATION- *Check the appropriate box. If the nature of the violation is not listed, include it under the category of "other" and be specific.*
6. DESCRIPTION OF VIOLATION- *Describe what happened in as much detail as possible. there should be no questions in the mind of anyone as to what the employee has done. See Human Resources Policy No. 220-501.*
7. PREVIOUS DISCIPLINARY ACTION- *If there has been previous disciplinary action, list dates, nature of actions and penalties imposed.*
8. EMPLOYEE'S REMARKS RE VIOLATION
9. ACTION TO BE TAKEN- *The disciplinary action taken will be recorded in this section of the form and signed by the appointing authority in accordance with Human Resources Policy No. 220-502. See Human Resources Policy No. 220-504 or contact Human Resources to appeal any disciplinary actions taken.*
10. SIGNATURE, TITLE, AND DATE- *Self Explanatory*
11. DISTRIBUTION OF RECORD- *Self Explanatory*

Coordination and consultation¹ with the Human Resources Director is required for suspension without pay for a period of time exceeding five (5) days.

Termination requires approval of the Department Director and coordination/consultation¹ with the Human Resources Director must occur in advance. Employees may be suspended without pay for up to five (5) days and directed to leave the work area pending the approval process. Refer to Policy No. 220-503 Involuntary Termination, for exact termination procedures. for position of grade G10 and above, the City Manager must be consulted prior to termination. For Public Safety grades P13 and above, consultation with the Mayor (Public Safety Director) is required.

Department Director

Human Resources Director

¹The purpose of coordination and consultation with the Human Resources Director is to assure consistency of disciplinary actions between the departments and compliance with City policies and the various federal and/or state statutes. The Department Director is free to accept the advice of the Human Resources Director or may schedule an executive conference to discuss the issue. The executive conference will include the department head, the Human Resources Director, the City Attorney or Assistant City Attorney and the Mayor and/or City Manager.



Inter-Office Communication

DATE: Thursday, October 17, 2019

TO: Kenneth Rammage, Officer, Bureau of Patrol Services

FROM: Derick Solt, Sergeant, Bureau of Patrol Services

SUBJECT: Letter of Suspension: Neglect or Dereliction of Duty

SUMMARY

On Monday, October 07, 2019 at about 0510 hours, I discovered you sleeping in the driver seat of your patrol vehicle, behind Pierce Chapel Church (5122 Pierce Chapel Road).

Your patrol vehicle was facing south, driver window down, headlights off, and the engine running. Corporal John Duncan was asleep in the vehicle next to you. You and Corporal Duncan were parked on a back patio of the church, close to the building, and concealed from view. Your patrol vehicles were positioned so the driver sides were about a foot apart.

You were awoken by dispatch attempting to raise Corporal Duncan on the radio, at my request. You then woke up Corporal Duncan. I was standing at the rear of Corporal Duncan's vehicle when you and Corporal Duncan woke up.

SUSPENSION WITHOUT PAY

Employees of the Columbus Police Department may be placed on suspension without pay for any violation of the rules, regulations, or misconduct as may be considered appropriate discipline by the employee's supervisor or a superior officer within the employee's chain of command.

OFFICER RAMMAGE, you are being issued two days suspension without pay for the following violations of department policy:

Patrolling of Beat (CPD policy section 1-6.9)

When time allows, the officer will make a tour of his beat, checking all businesses and area for their security. He shall not conceal himself except for police purposes.

An officer shall inspect his beat as often as possible and by his vigilance, render it difficult for anybody to commit a crime thereon.

Officers shall not remain in one place for an extended period of time as to establish a pattern easily discerned by criminals. Standing time should be used for the purpose of completing required and necessary police reports and designated as per assignment.

Neglect or Dereliction of Duty (CPD policy section 1-7.6D)

All employees are required to perform their duties in an effective and efficient manner.

Examples of neglect or dereliction of duty are: sleeping on duty, ...or general inefficiency or incompetence.

You are being suspended without pay as a means to correct your actions, and to make you aware that further disciplinary action will be taken for repeated or similar events. You have been previously issued one day suspension without pay on 04-18-19 for sleeping on duty on 03-21-19.

You will be placed on SUSPENSION WITHOUT PAY on 10-24-19 and 10-25-19.

RELATED POLICY

-CPD Policy Section 1-6, Responsibilities and Duties of a Police Officer

-CPD Policy Section 1-7, Disciplinary Action, Authority, Reviews & Appeals

DISTRIBUTION

CC: R.Boren, Chief of Police, Columbus Police Department

G.Slouchick, Assistant Chief, Columbus Police Department

C.Kennedy, Major, Bureau of Patrol Services

H.Miles, Captain, Bureau of Patrol Services *Herman Miles, Captain*

C.Dent, Captain, Bureau of Patrol Services

K.Hamer, Lieutenant, Bureau of Patrol Services *LKH*

J.Hart, Lieutenant, Bureau of Patrol Services

T.Locey, Lieutenant, Bureau of Patrol Services

B.Gasaway, Lieutenant, Bureau of Patrol Services

C.Chavers, Sergeant, Bureau of Patrol Services

File

RECEIVED

OCT 17 2019

CK
PATROL SERVICES
MAJOR C D KENNEDY



Inter-Office Communication

DATE: October 17th, 2019

TO: Chief R. Boren, Chief of Police, Columbus Police Department

FROM: Officer 1st Class Kenneth Rammage, Squad 23, Patrol Services

SUBJECT: Suspension days

Good morning sir, I am sending this memo in reference to **two suspensions days** I received for **October 24th, 2019 and October 25th, 2019**. I am respectively asking to use two of my vacation days in leu of my suspension days. I am fully aware that I will still have to work on the 24th and 25th of October if I am granted the days.

Thank you, sir,
Respectively Officer 1st Class Kenneth Rammage.

CC: C. Kennedy, Major, Bureau of Patrol Services
C. Dent, Captain, Bureau of Patrol Services
H. Miles, Captain, Bureau of Patrol Services
K. Hamer, Lieutenant, Bureau of Patrol Services
J. Hart, Lieutenant, Bureau of Patrol Services
T. Locey, Lieutenant, Bureau of Patrol Services
B. Gasaway, Lieutenant, Bureau of Patrol Services
C. Askew, Lieutenant, Bureau of Patrol Services
M. Blackstock, Lieutenant, Bureau of Patrol Services
C. Chavers, Sergeant, Bureau of Patrol Services
J. McKelvey, Sergeant, Bureau of Patrol Services
D. Solt, Sergeant, Bureau of Patrol Services



APPROVED

[Handwritten signature]
10-17-19

2019 OCT 17 A 9:31
RECEIVED
COLUMBUS POLICE DEPT.
CHIEF'S OFFICE

COLUMBUS POLICE DEPARTMENT TIME CARD

Name Rammage, Kenneth

SSN _____

BUREAU _____

Work Cycle _____

Off day # if 6/3 Schedule _____

28 Day CYCLE - 6/3 Schedule - 19 days @ 9 Hours = 171; 5/2 Schedule - 20 days @ 8 Hours = 160;

4/3 Schedule - 16 days @ 10.5 hrs = 168; 12 hour shift - 14 days = 168 hours

11/19/2019 - 11/15/2019

11/16/2019 - 12/13/2019

DAY	TIME IN	TIME OUT	COURTS					OT	A/S	VA	SK	CMP ACC	CMP TKN	TOTAL HOURS	DAY	TIME IN	TIME OUT	COURTS					OT	A/S	VA	SK	CMP ACC	CMP TKN	TOTAL HOURS		
			1	2	3	4	5											1	2	3	4	5									
19																16															
20																17															
21																18															
22	0745	1645														19															
23	0745	1645														20															
24	VAC															21															
25	VAC															22															
26	0715	1615														23															
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1	0745	1645														28															
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11	0745	1645														8															
12	0715	1615														9															
13	H-8	18														10															
14	H-9	18														11															
15																12															
																13															

NOTES _____

TOTAL OVERTIME _____

TOTAL COMP TAKEN _____

TOTAL ACCRUED _____

TOTAL HOURS _____

NOTES _____

TOTAL OVERTIME _____

TOTAL COMP TAKEN _____

TOTAL ACCRUED _____

TOTAL HOURS _____

Regina Millirons

From: Regina Millirons
Sent: Monday, December 9, 2019 3:01 PM
To: Kenneth Rammage; Derick Solt; Christopher Chavers; Bill Gasaway; Anthony Locey; Joseph Hart; Kevin Hamer; Clyde Dent; Herman Miles
Cc: Bill Rawn; Annalisa Shelling; Cynthia Turner; Regina Millirons
Subject: DISCIPLINARY FOR OFFICER KENNETH RAMMAGE
Attachments: Rammage, Kenneth - Discp. Ltr 12-05-19.pdf

Please have Officer Kenneth Rammage come to the Personnel Office, **no later than Monday, December 23, 2019** to sign his disciplinary form. See attachment.

Thank you,

Regina Millirons

Personnel

Bureau of Administrative Services

Direct #: [REDACTED]

Office #: [REDACTED]



R. T. Boren
Chief of Police

Columbus Police Department

P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 - 1866



G. Slouchick
Assistant Chief

MEMORANDUM

DATE: *December 5, 2019*

TO: *Kenneth Rammage, Officer - Bureau of Patrol Services*

FROM: *W.A. Rawlin Jr.*
W.A. Rawlin Jr., Captain, Personnel

SUBJECT: **EMPLOYEE DISCIPLINARY RECORD**

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

WAR/ram

c: Employee
Personnel File

Phone (706) 653-3154 FAX (706) 653-3152

An Equal Opportunity Organization

Name	Date of Offense	Date of Action	Date of Suspension	Policy Violation	Disciplinary Action	Violation
RAMMAGE, KENNETH	10/13/19	10/16/19	NONE	LEAVE POLICIES/SICK LEAVE/SICK/INJURY LEAVE PROCEDURES	LETTER OF REPRIMAND, DATED 10/16/19	4-2.3(C),7(a)
RAMMAGE, KENNETH	10/7/19	10/17/19	10/24/19 & 10/25/19	RESPONSIBILITIES & DUTIES OF A POLICE OFFICER/PATROLLING OF BEAT; NEGLECT OR DERELICTION OF DUTY	SUSPENDED 9 HRS W/O PAY ON 10/24/19 & 10/25/19; 18 HRS TOTAL	1-6.9 & 1-7.6(D)

EMPLOYEE DISCIPLINARY RECORD

(See page 2 for instructions)

1. EMPLOYEE'S NAME <u>Rammage, Kenneth</u>	SOCIAL SECURITY NO. <u>(Last 4 digits only)</u> <u>[REDACTED]</u>
2. DEPARTMENT <u>Columbus Police Department</u>	Action Date <u>10/16/2019</u>

3. TYPE OF ACTION Correction ☒ Correction with Probation ☐ Correction with Suspension ☐
Recommendation for Dismissal ☐

4. DATE OF VIOLATION <u>10/13/2019</u>	TIME OF VIOLATION <u>22:53</u>	PLACE OF VIOLATION <u>Columbus Police Department</u>
---	-----------------------------------	---

5. NATURE OF VIOLATION: Substandard Work ☐ Conduct ☐ Attendance ☒ Carelessness ☐
Disobedience ☐ Other (Specify):

6. DESCRIPTION OF VIOLATION:
Columbus Police Department General Order 4-2.3(C).7(a)Sickness/Injury Leave Procedure: Each Bureau shall establish procedures for checking out and reporting back in from a sickness or injury. Employees should make this notification one (1) hour prior to the time to report for duty.

7. PREVIOUS DISCIPLINARY ACTIONS: Describe:
07/20/2018: Suspension -Failure to Report. 03/23/2019 Suspension- Sleeping on Duty 07/15/2019 Letter of Reprimand

8. EMPLOYEE'S REMARKS RE VIOLATION:

9. ACTION TO BE TAKEN:
Letter of Reprimand.

OFC. Rammage was notified of this action in writing by Inter-Office memorandum issued by Sergeant Randy Long on 10-16-2019

10. I acknowledge receipt of this disciplinary action and that its contents have been discussed with me. I understand that my signature does not necessarily indicate agreement and that refusal to sign will not invalidate the disciplinary action. I understand that this form will be placed in my personnel file. I further have been informed that I may submit a written response to the information in this form, and that my written response will also be kept in my personnel file.
I have read the above or had it explained to me.

EMPLOYEE'S SIGNATURE <u>[Signature]</u>	TITLE <u>Officer First Class</u>	DATE <u>11/6/20</u>
SIGNATURE OF PERSON WHO PREPARED REPORT <u>[Signature]</u>	Sergeant	10/16/2019
SUPERVISOR <u>[Signature]</u>	Sergeant	10/16/2019
DEPARTMENT DIRECTOR'S SIGNATURE <u>[Signature]</u>	DATE <u>10/16/19</u>	HUMAN RESOURCES DIRECTOR'S SIGNATURE <u>[Signature]</u>

DISTRIBUTION OF RECORD: Department Director ☐ Human Resources Director ☐ Affirmative Action Officer ☐
Employees ☐

INSTRUCTIONS FOR COMPLETION OF EMPLOYEE DISCIPLINARY RECORD
[Signature] LT 10/16/19 [Signature] Herman Miles, Capt. 10/16/19 [Signature] Major C. 10/16/19



Inter-Office Communication

DATE: 10-16-2019
TO: Kenneth Rammage, Officer First Class, Bureau of Patrol Services
FROM: Randy Long, Sergeant, Bureau of Patrol Services
SUBJECT: Letter of Reprimand for violation of CPD Policy violation 4-2.7 (a)

On 10-13-2019 around 2330 hours, I was preparing to conduct personnel inspection prior to the Sunday night Reading in the Patrol Briefing Room. At that time, Lt. Joseph Hart, called me out of the Briefing Room and informed me that you had called out for personal problems.

Due to the realignment of the Patrol Division and the re-constitution of the Permanent Morning Watch, I was assigned as the Sergeant to supervise the squad you are assigned to #15. Because of this new assignment, I am in the process of putting the names on the Lineup with the faces on the shift.

I told Lt. Hart that you were in the Briefing Room. After speaking with Lt. Hart, I returned to the Briefing Room and asked for you by name. Officer Brady Carbone informed me that you were not present. I asked Officer Carbone to call you via cellphone.

Once he contacted you, I spoke with you on the phone and you informed me that you had personal problems with your live-in girlfriend. I asked you what time you checked out and you stated around 1030 (2230.) I then informed you that we would talk about this issued in the future.

On 10-14-2019 around 1250 hours, you arrived to work and spoke with Lt. Hart. Lt. Hart informed me that he sent you home since you had checked out sick for a personal problem.

On 10-14-19 you called back in from sickness and arrived on time for the Reading.

After the Reading, Cpl. Derrick Moore and I met with you. At that time, we asked you to explain what the issue was that caused you to miss work. You informed us that you had an argument with your live-in girlfriend. You further stated that you left your residence and was heading to work when your girlfriend called you on the phone and you decided to return home. After receiving this call from your girlfriend, you decided to check out and you called and left a voice mail on [REDACTED] checking out for personal reasons. I asked you to check the call history to see when your girlfriend called you while you were traveling to work. You looked in your phone and showed the time to Cpl. Moore. The time she called was 1049 PM (2249 hours.) I then told you that the message you left on the voice mail was 1053 PM (2253 hours.)

You then stated that you understood the policy regarding checking out sick one hour prior to the time to report for duty.

CPD Policy 4-2.7(a) Sick/Injury Leave Procedure states:

Each Bureau shall establish procedures for checking out and reporting back in from a sickness or injury. Employees should make this notification one (1) hour prior to the time to report for duty.

I then explained to you that if you would have arrived at work, I could have planned to excuse you from work using a vacation or holiday because we were near full strength. You were assigned as an extra car riding 1B43 for the shift.

I hope you take this as a learning experience and not allow this to happen again.

lhm
10/16/19

A. J. UT 10/16/19

RECEIVED

OCT 16 2019

CK

PATROL SERVICES
MAJOR C D KENNEDY

"Concur"

Regina Millirons

From: Regina Millirons
Sent: Friday, January 3, 2020 4:05 PM
To: Kenneth Rammage; Randy Long; Anthony Locey; Kevin Hamer; Joseph Hart; Herman Miles
Cc: Bill Rawn; Annalisa Shelling; Cynthia Turner; Regina Millirons
Subject: DISCIPLINARY FOR OFFICER KENNETH RAMMAGE
Attachments: Rammage, Kenneth - Discp. Ltr 01-03-20.pdf

Please have Officer Kenneth Rammage come to the Personnel Office, **no later than Friday, January 17, 2020** to sign his disciplinary forms. See attachment.

Thank you,

Regina Millirons

Personnel
Bureau of Administrative Services
Direct #: [REDACTED]
Office #: [REDACTED]
[REDACTED]



R.T. Boren
Chief of Police

Columbus Police Department

P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 - 1866



G. Slouchick
Assistant Chief

MEMORANDUM

DATE: *January 3, 2020*

TO: *Kenneth Rammage, Officer - Bureau of Patrol Services*

FROM: *W.A. Rawn Jr.*
W.A. Rawn Jr., Captain, Personnel

SUBJECT: **EMPLOYEE DISCIPLINARY RECORD**

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

WAR/ram

c: Employee
Personnel File

Phone (706) 653-3154 FAX (706) 653-3152

An Equal Opportunity Organization

Regina Millirons

From: Regina Millirons
Sent: Tuesday, December 10, 2019 1:20 PM
To: Randy Long; Anthony Locey; Herman Miles
Cc: Bill Rawn; Annalisa Shelling; Cynthia Turner; Regina Millirons
Subject: CORRECTED DISCIPLINARY FORM FOR OFFICER KENNETH RAMMAGE - NEEDS SIGNATURES

Sgt. Long,

I'm returning the disciplinary form you corrected for Officer Rammage (with your signature). I have placed it in inter-office mail to you. Please forward through your chain of command for additional signatures.

Thank you,

Regina Millirons

Personnel
Bureau of Administrative Services
Direct #: [REDACTED]
Office #: [REDACTED]
[REDACTED]

Regina Millirons

From: Regina Millirons
Sent: Tuesday, November 26, 2019 5:01 PM
To: Alana M Folds
Cc: Regina Millirons
Subject: RE: Incorrect Disciplinary

Okay. I have another one, Kenneth Rammage (10/13/19). Sgt. R. Long used policy code 4-2.7(a), which is the Light Duty policy. Correct code for violating sick leave policy is 4-2.3(C),7(a).

Thanks,

Regina Millirons

Personnel
Bureau of Administrative Services
Direct #: [REDACTED]
Office #: [REDACTED]
[REDACTED]

From: Alana M Folds <[REDACTED]>
Sent: Tuesday, November 26, 2019 4:54 PM
To: Regina Millirons [REDACTED]
Subject: Incorrect Disciplinary

Major has it and will look it over and let me know if he wants to change anything. So, just hold off on it for right now.

Thanks for catching it!

Michele Folds

Administrative Secretary
Bureau of Patrol Services
Columbus Police Department
[REDACTED]

Direct: [REDACTED]
Fax: [REDACTED]

EMPLOYEE DISCIPLINARY RECORD

(See page 2 for instructions)

1. EMPLOYEE'S NAME <u>Kenneth Rammage</u>	SOCIAL SECURITY NO. (Last 4 digits only) <u>[REDACTED]</u>
2. DEPARTMENT <u>Columbus Police Department</u>	Action Date <u>03/23/2019</u>

3. TYPE OF ACTION Correction ☐ Correction with Probation ☐ Correction with Suspension ☒
Recommendation for Dismissal ☐

4. DATE OF VIOLATION <u>03/21/2019</u>	TIME OF VIOLATION <u>06:43</u>	PLACE OF VIOLATION <u>North Precinct</u>
---	-----------------------------------	---

5. NATURE OF VIOLATION: Substandard Work ☐ Conduct ☒ Attendance ☐ Carelessness ☐
Disobedience ☐ Other (Specify):

6. DESCRIPTION OF VIOLATION:

On 03/21/2018 at 0643 hours Officer Kenneth Rammage was in his patrol vehicle parked behind the North Precinct with the lights off and the computer lights turned down low sleeping. Officer Rammage's actions were in violation of Columbus Police Department Policy 1-7.6 (D) Neglect and Dereliction of Duty.

7. PREVIOUS DISCIPLINARY ACTIONS: Describe:

Officer Rammage was suspended for 1 day on 07/20/18 for Failure to Report.

8. EMPLOYEE'S REMARKS RE VIOLATION:

9. ACTION TO BE TAKEN:

Officer Rammage will be suspended for 1 day on April 18, 2019. He was notified by interoffice memorandum on March 23, 2019.

10. I acknowledge receipt of this disciplinary action and that its contents have been discussed with me. I understand that my signature does not necessarily indicate agreement and that refusal to sign will not invalidate the disciplinary action. I understand that this form will be placed in my personnel file. I further have been informed that I may submit a written response to the information in this form, and that my written response will also be kept in my personnel file.

I have read the above or had it explained to me.

EMPLOYEE'S SIGNATURE

TITLE

DATE

Officer first class

4-9-19

SIGNATURE OF PERSON WHO PREPARED
REPORT

Sergeant

03/23/19

SUPERVISOR

Sergeant

03/23/19

DEPARTMENT DIRECTOR'S SIGNATURE

DATE

HUMAN RESOURCES DIRECTOR'S SIGNATURE

DISTRIBUTION OF RECORD: Department Director ☐ Human Resources Director ☐ Affirmative Action Officer ☐
Employees ☐

INSTRUCTIONS FOR COMPLETION OF EMPLOYEE DISCIPLINARY RECORD

Captain Herman Miles 3/24/19 Mgr C. 15-8 3/25/19



Inter-Office Communication

DATE: March 23, 2019

TO: Kenneth Rammage, Officer, Bureau of Patrol Services

FROM:  June Reeves, Sergeant, Bureau of Patrol Services

SUBJECT: ~~Letter of Suspension Neglect or Dereliction of Duty~~

On 03/21/2019 at 0645 hours I received a call from Sergeant Dean Spata who reported that he was at the North Precinct on the back side assisting an officer change several tires. He stated that they had been behind the building for a considerable amount of time and they were making loud noises. He stated that once they had completed changing the tires, he noticed a computer light in one of the vehicles parked behind the building. He stated that he went to see if he would be able to turn off the computer. He stated that he observed you sleeping inside the vehicle. He stated that he used his asp baton to bang on the car to awaken you. He stated that your response to him upon awakening was to say you were sorry several times. You called me approximately 45 minutes later and stated that you wanted to talk to me. I was signing reports at that time and told you I would talk to you upon returning to work.

On 03/22/2019 at 2355 hours I met with you in the Sergeant's Office at the North Precinct and asked you what happened. You stated that you were working on some classes for certification and you fell asleep. I asked you why you parked behind the building. You stated that you wanted some privacy. I then asked why you did not come into the building. You simply shrugged your shoulders. I told you I did not believe what you were saying. There were no other patrol units at the precinct, so privacy was not an issue. You parked behind the building with your lights off and the computer on low. The computer screen appeared to be black with only the power light illuminating. This appears to be an effort to conceal yourself. It is my conclusion that you did not simply nod off or fall asleep. Your actions demonstrate a conscious decision to go to sleep. You then told me you suffer from sleep disorders. I was sympathetic but I told you that this did not excuse your behavior. I explained the danger of this type of behavior and my expectation that there are no repeat incidents of this behavior. You stated that you understood and that it would not happen again.

Officer Rammage You will be *Suspended* for 1 day on April 18, 2019 your actions violated **Columbus Police Department Policy, Section 1-7.6 (D) Neglect or Dereliction of Duty**, which states *All employees are required to perform their duties in an effective and efficient manner. Examples of neglect or dereliction of duty are sleeping on duty, feigning sickness or injury to avoid duty, failure to comply with written or verbal orders, or general inefficiency or incompetence Any action or omission willfully committed to avoid duty or responsibility may be construed as neglect or dereliction of duty.* A repeat of this behavior will result in a more serious penalty. This disciplinary act may have an adverse effect on your evaluation

Your suspension day is April 18, 2019.

Cc:

G. Slouchick, Assistant Chief of Police *me*

C. Kennedy, Major, Bureau of Patrol Services

H. Miles, Captain, Bureau of Patrol Services *Herman Miles, Capt.*

J. Blackstock, Lieutenant, Bureau of Patrol Services

J. Hart, Lieutenant, Bureau of Patrol Services

W. Holland, Lieutenant, Bureau of Patrol Services *W. Holland Lt.*

File

RECEIVED

MAR 28 2019

CK

PATROL SERVICES
MAJOR C D KENNEDY

MAR 28 2019

COLUMBUS POLICE
RECEIVED

Regina Millirons

From: Regina Millirons
Sent: Friday, April 5, 2019 9:46 AM
To: Kenneth Rammage; June Reeves; Wendy Holland; Joseph Hart; Matt Blackstock; Herman Miles
Cc: Bill Rawn; Annalisa Shelling; Cynthia Turner; Regina Millirons
Subject: DISCIPLINARY FOR KENNETH RAMMAGE, OFFICER
Attachments: Rammage, Kenneth - Discp. Ltr 04-05-19.pdf

Please have Officer Kenneth Rammage come to the Personnel Office, **no later than Friday, April 19, 2019** to sign his disciplinary form. See attachment.

Thank you,

Regina Millirons
Personnel
Bureau of Administrative Services
Direct #: [REDACTED]
Office #: [REDACTED]
[REDACTED]



R.T. Boren
Chief of Police

Columbus Police Department
P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 – 1866



G. Slouchick
Assistant Chief

MEMORANDUM

DATE: April 5, 2019

TO: Kenneth Rammage, Officer - Bureau of Patrol Services

FROM: 
W.A. Rawn Jr., Captain, Personnel

SUBJECT: **EMPLOYEE DISCIPLINARY RECORD**

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

c: File

Regina Millirons

From: Regina Millirons
Sent: Wednesday, April 05, 2017 12:01 PM
To: JD Hawk; Freddie Blackmon; Debra Bray; Heather Chancey; Jeff Bridges; Roderick Graham
Cc: James Pope; Annette Belk; Cynthia Turner; Regina Millirons
Subject: EARLY WARNING FOR OFFICER KENNETH RAMMAGE
Attachments: RAMMAGE, KENNETH - Early Warning 4-4-17.xlsx

Please see attachment.

Thank you,

Regina Millirons
Personnel
Ext. 4096

Name	Date of Offense	Date of Action	Date of Suspension	Policy Violation	Disciplinary Action	Violation	
RAMMAGE, KENNETH	1/26/17	3/12/17	NONE	REPORTING REQUIREMENTS	LETTER OF REPRIMAND DATED 3/5/17	1-6.13	
RAMMAGE, KENNETH	2/7/17	3/22/17	NONE	ROUGH, DANGEROUS OR CARELESS HANDLING OF CITY PROPERTY	LETTER OF REPRIMAND, REMEDIAL DRIVER'S TRAINING & 1 DEMERIT POINT	1-7.6(M)	

EMPLOYEE DISCIPLINARY RECORD

(See reverse side for instructions)

1. EMPLOYEE'S NAME Kenneth Rammage	SOCIAL SECURITY NO. [REDACTED]
2. DEPARTMENT Columbus Police Department	DATE OF ACTION 032217

3. TYPE OF ACTION	Correction ☒	Correction with Probation ☐	Correction with Suspension ☐	Recommendation for Dismissal ☐
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4. DATE OF VIOLATION 020717	TIME OF VIOLATION 2328	PLACE OF VIOLATION Macon Rd & I 185
---------------------------------------	----------------------------------	---

5. NATURE OF VIOLATION:	Substandard Work ☐	Conduct ☐	Attendance ☐	Carelessness ☒
	Disobedience ☐	Other (Specify):		

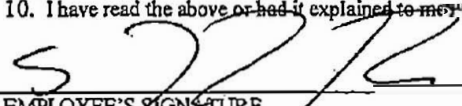
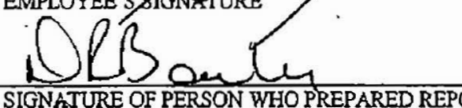
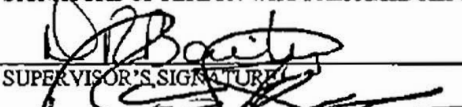
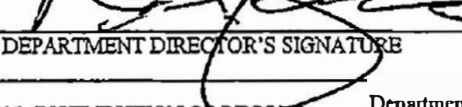
6. Description of violation: **Officer Rammage lost control of his vehicle and struck the guardrail. The road conditions were a factor, but Officer Rammage was still At-Fault. This is a direct violation of the Columbus Police Departments Policy Section 1-7.6 (m) Rough and Careless Handling of City Property.**

7. PREVIOUS DISCIPLINARY ACTIONS: Describe: **Officer Rammage received a Written Reprimand for Columbus Police Department Policy violation 1-6.13 of Responsibilities and Duties of a Police Officer, Report Requirements.**

8. EMPLOYEE'S REMARKS RE VIOLATION: (The absence of any statement on the part of the employee indicates his/her agreement with the report as stated.)

The Fair Treatment Policy (HR Policy #220-504) provides employees with appeal rights for actions taken.

9. ACTION TO BE TAKEN: **He was given a Written Reprimand for the At-Fault accident that occurred on 020717. Officer Rammage was notified about the Written Reprimand by Inter-Office Memo on 032217.**

10. I have read the above or had it explained to me and have no further questions concerning it.			
	Police Officer	4/13/17	
EMPLOYEE'S SIGNATURE	TITLE	DATE	
	Sergeant	3-22-17	
SIGNATURE OF PERSON WHO PREPARED REPORT	TITLE	DATE	
	Sergeant	3-22-17	
SUPERVISOR'S SIGNATURE	TITLE	DATE	
	Sergeant	3-22-17	
DEPARTMENT DIRECTOR'S SIGNATURE	DATE	HUMAN RESOURCES DIRECTOR'S SIGNATURE	DATE
11. DISTRIBUTION OF RECORD: Department Director ☐ Human Resources Director ☐ Affirmative Action Officer ☐			

Capt. W. J. T. 3-22-17 **Major J. D. Hawk 3/23/15** **SKM**



Inter-Office Communication

DATE: March 22, 2017
TO: Kenneth Rammage, Officer Bureau of Patrol Service
FROM:  Debra Bailey, Sergeant, Bureau of Patrol Services
SUBJECT: Written Reprimand

Officer Kenneth Rammage you were involved in an At-Fault Accident on February 7, 2017 at Macon Rd and I-185 (south on ramp). You lost control of your vehicle causing the vehicle to strike the guardrail. This is a direct violation of the Columbus Police Departments Policy Section 1-7.6 (m) Rough and Careless Handling of City Property.

As a result of the accident you are required to attend the Driver Remedial Training Classes. The first class will be held on April 12, 2017 and the second class will be held on April 26, 2017. The time scheduled for both classes is 1400 hours to 1600 hours.

You are also receiving a Written Reprimand for this At-Fault Accident. This disciplinary action should not be viewed as an indication that you are performing your job in an unsatisfactory manner. However, I hope that this action will serve to remind you of the importance of operating your patrol vehicle with the utmost of care at all times. It may also have an adverse effect on your yearly evaluation.

Cc: JD Hawk, Major, Bureau of Patrol Services
William D. Turner, captain, Bureau of Patrol Services
John McMichael, Lieutenant, Bureau of Patrol Services 
Tony Litle, Lieutenant, Bureau of Patrol Services
Joey Weatherford, Lieutenant, Bureau of patrol Services
file



R. T. Boren
Chief of Police

Columbus Police Department

P.O. Box 1866 • 510 Tenth Street
Columbus, Georgia 31902-1866



L. H. Miller
Assistant Chief

DATE: 3/16/2017
TO: Kenneth Rammage
FROM: Police Accident Review Board
SUBJECT: PREVENTABLE FINDINGS AND DISCIPLINARY DETERMINATION
DEPARTMENT: Police **BUREAU:** Patrol
INCIDENT DATE: 2/07/2017 **BODY #:** 17487
TYPE OF INCIDENT: vehicle
DEMERIT POINTS (12 months): 0.00 **(36 months):** 0.00

HEARING DATE: 3/16/2017

FINDING: Preventable

REASON FOR FINDINGS:

- ☐ No Disciplinary Action
- ☐ Verbal Reprimand
- ☒ Written Reprimand
- ☐ Suspended 0 days
- ☐ Dismissal
- ☒ Remedial Driver's Training completed by 4/07/2017
- ☒ 1.00 Demerit points assigned to this incident
- ☐ Other

HEARING ATTENDEES:

Updated Total Accumulated Demerit points (12 months): 1.00 (36 months): 1.00

REVIEWING BOARD MEMBERS:

Major J.D. Hawk

Major G. Slouchick

Lt. Herman Miles

Major J.D. Hawk
Accident Review Board Chairman

3/16/17
Date

Phone (706) 653-3100 FAX (706) 653-3114

An Equal Opportunity Organization

POLICE VEHICLE DAMAGE DATA SHEET

Date of Incident: 2/07/2017
Body Number: 17487
Name: Kenneth Rammage
Date of Hire: 11/02/2015

Report Number: 170207000498
Bureau/Division: Patrol
Rank: Officer

Current Point Totals:

12 Months:

36 Months:

Employee Accident Record

Accident Date	Description	Classification	Driver's Training	Disciplinary Action	Points
---------------	-------------	----------------	-------------------	---------------------	--------

Description of the Incident

Loss of control of vehicle/equipment - GV struck guard rail

Recommended Classification: ☐ Non-Preventable ☒ Preventable

Signature

Major J.D. Hawk

Date

2-15-17

Accident Review Board

Classification: ☐ Non-Preventable ☒ Preventable

Review Date:

3/8/17

Preventable Hearing Recommendations

Hearing Date:

3/16/17

☐ No Disciplinary Action

☐ Verbal Reprimand

☒ Written Reprimand

☒ Demerit Points assigned to incident.

☒ Remedial Driver's Training completed by:

4/12/17 & 4/26/17

☐ Suspended _____ day(s)

☐ Dismissal (_____ accumulated demerit points)

☐ Other _____

Accident Review Board Chairman

Major J.D. Hawk

Date

03/16/17



R. T. Boren
Chief of Police

Columbus Police Department

P.O. Box 1866 • 510 Tenth Street
Columbus, Georgia 31902-1866



L. H. Miller
Assistant Chief

DATE: 3/16/2017
TO: Kenneth Rammage
FROM: Police Accident Review Board
SUBJECT: PREVENTABLE FINDINGS AND DISCIPLINARY DETERMINATION
DEPARTMENT: Police **BUREAU:** Patrol
INCIDENT DATE: 2/07/2017 **BODY #:** 17487
TYPE OF INCIDENT: vehicle
DEMERIT POINTS (12 months): 0.00 **(36 months):** 0.00
HEARING DATE: 3/16/2017 **FINDING:** Preventable

REASON FOR FINDINGS:

- ☐ No Disciplinary Action
- ☐ Verbal Reprimand
- ☒ Written Reprimand
- ☐ Suspended 0 days
- ☐ Dismissal
- ☒ Remedial Driver's Training completed by 4/07/2017
- ☒ 1.00 Demerit points assigned to this incident
- ☐ Other

HEARING ATTENDEES:

Updated Total Accumulated Demerit points (12 months): 1.00 (36 months): 1.00

REVIEWING BOARD MEMBERS:

Major J.D. Hawk
Major G. Slouchick
Lt. Herman Miles

Major J.D. Hawk
Accident Review Board Chairman

3/16/17
Date

Regina Millirons

From: Regina Millirons
Sent: Tuesday, April 04, 2017 4:46 PM
To: Kenneth Rammage; Debra Bailey; Joseph Weatherford; Tony Litle; John McMichael; William Turner; JD Hawk
Cc: James Pope; Annette Belk; Cynthia Turner; Regina Millirons
Subject: DISCIPLINARIES (2) FOR OFFICER KENNETH RAMMAGE
Attachments: RAMMAGE, KENNETH - Discp. Ltr 4-4-17.pdf

Please have Officer Kenneth Rammage come to the Personnel Office, **no later than Tuesday, April 18, 2017**, to sign his disciplinary forms. Please see attachment.

Thank you,

Regina Millirons
Bureau of Administrative Services
Personnel
Ext. 4096



R.T. Boren
Chief of Police

Columbus Police Department

P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 - 1866



L. H. Miller
Assistant Chief

MEMORANDUM

DATE: April 4, 2017

TO: Kenneth Rammage, Officer - Bureau of Patrol Services

FROM: Jim Pope, Captain, Personnel
Captain Jim Pope

SUBJECT: **EMPLOYEE DISCIPLINARY RECORD**

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

JP/atb

c: File

Phone (706) 653-3154 FAX (706) 653-3152

An Equal Opportunity Organization

(See reverse side for instructions)

Capt. W. D. Tamm 3-22-17 Mayor J. D. Hawk 3/28/17 Jm



RECEIVED
COLUMBUS POLICE DEPT
CHIEF'S OFFICE

Inter-Office Communication

DATE: March 5, 2017
TO: Kenneth Rammage, Officer, Bureau of Patrol Services
FROM: *Debra R. Bailey*
Debra R. Bailey, Sergeant, Bureau of Patrol Services
SUBJECT: Letter of Reprimand

On 012617 at about 1800 hours you, Officer Kenneth Rammage responded to 2628 Fremont Ave in reference to an Entering an Auto call. Upon arrival you spoke with Michael Buaer the victim who explained that an unknown person entered his vehicle and his wife's vehicle. Mr. Buear explained that nothing was taken but that their home surveillance camera caught the suspect entering the vehicles. Even though Mr. Buear stated that he did not want anything done you still had a responsibility.

A report should have been completed because a crime had been committed. This is in violation of Columbus Police Department Policy of Responsibilities and Duties of a Police Officer, Reporting Requirements 1-6.13. This memo serves as your written notice of your written reprimand for violating policy code 1-6.13.

I understand the reason why you hesitated on completing a report, but it is still your responsibility to perform your duties as an officer. One of those duties is to report criminal activity. You are a good officer and you are consistently professional when it comes to performing your job duties. Hope this will serve as a reminder to you of your duties as a Police Officer.

cc: William D. Turner, Captain, Bureau of Patrol Services
John McMichael, Lieutenant, Bureau of Patrol Services *John*
Tony Little, Lieutenant, Bureau of Patrol Services
Joey Weatherford, Lieutenant, Bureau of Patrol Services
File,

Regina Millirons

From: Regina Millirons
Sent: Tuesday, April 04, 2017 4:46 PM
To: Kenneth Rammage; Debra Bailey; Joseph Weatherford; Tony Litle; John McMichael; William Turner; JD Hawk
Cc: James Pope; Annette Belk; Cynthia Turner; Regina Millirons
Subject: DISCIPLINARIES (2) FOR OFFICER KENNETH RAMMAGE
Attachments: RAMMAGE, KENNETH - Discp. Ltr 4-4-17.pdf

Please have Officer Kenneth Rammage come to the Personnel Office, **no later than Tuesday, April 18, 2017**, to sign his disciplinary forms. Please see attachment.

Thank you,

Regina Millirons
Bureau of Administrative Services
Personnel
Ext. 4096



R.T. Boren
Chief of Police

Columbus Police Department

P.O. Box 1866 510 Tenth Street
Columbus, Georgia 31902 - 1866



L. H. Miller
Assistant Chief

MEMORANDUM

DATE: April 4, 2017
TO: Kenneth Rammage, Officer - Bureau of Patrol Services
FROM: Jim Pope, Captain, Personnel
Captain Jim Pope

SUBJECT: EMPLOYEE DISCIPLINARY RECORD

I have received your Disciplinary Record from the Chief's Office. **It is mandatory that you stop by the Personnel Office to review this action.** I will explain all of your options relating to this action and answer any questions you may have at this time. You have ten (10) calendar days to report to the Personnel Office before your supervisor is notified.

Under the City policy, Fair Treatment, you have the right to review any adverse action taken against you and file a grievance in writing with our department head and/or the Director of Human Resources located in the Government Center (West Wing/First Floor).

JP/atb

c: File

Phone (706) 653-3154 FAX (706) 653-3152

An Equal Opportunity Organization

Columbus Consolidated Government

PUBLIC SAFETY

Columbus, Georgia

Employee Achievement Assessment

Name Rammage, Kenneth **Supervisor** Weaver, Charles M
Rank ☐ Patrol Officer **Review Period** 11/02/2016 to 11/01/2017
Bureau ☐ Patrol Services **Hire Date** 11/02/2015
Job Title Patrol Officer **Review Date** 01/30/2018
Employee # [REDACTED]
Final Score 3.31

Type of Evaluation

☒ Annual
 ☐ Job Change
 ☐ Probationary
 ☐ Other (specify)

General Instructions

All applicable areas of this form are to be completed. Those assessment areas which are not applicable should be marked as such. Any ratings entered as "Unacceptable", "Needs Development", or "Exceeds Standards" must be documented in the space provided. Other ratings may be documented or commented on as necessary. The supervisor completing this form should be familiar with all requirements in any current organizational manuals, and should read this entire form before beginning. The rater will indicate the performance level rating for each of the categories. Each performance level rating has a numerical value (1-Unacceptable; 2-Needs Development; 3-Meets Standards; 4-Exceeds Standards). After the evaluation has been completed, a final rating will be affixed.

Final Rating Category Key			
Unacceptable	Needs Development	Meets Standards	Exceeds Standards
1.59 or Less	1.60-2.59	2.60-3.59	3.60 or More

Rating Scale Descriptions	
Exceeds Standards	Consistently exceeds standards.
Meets Standards	Consistently meets standards.
Needs Development	Does not consistently meet standards.
Unacceptable	Performance falls substantially below standards.

Final Review Score		
Rating Value Total	Total Categories	Final Score
43	13	3.31

COMMUNICATION SKILLS

All written communications, including reports, are finished in a timely manner with few or no mistakes in spelling, punctuation, grammar, etc., and are legible. Verbally communicates in clear, concise format.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage completes his reports in a timely manner with few needed corrections. He verbally communicates well with both coworkers and the public.

PROBLEM RESOLUTION

Employee is effective in resolving problems encountered in achieving Department Goals and objectives, based on individual knowledge and skills. Exercises good judgement in taking appropriate action based on all available information.

Rating 3

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage solves most issues and problems he encounters on a daily basis with minimum supervision. . . Ofc Rammage did receive disciplinary action on 03/12/17 for failing to do a report when required.

KNOWLEDGE, SKILLS, AND ABILITIES

Follows written and oral instructions to successful task completion using personal knowledge; has sufficient technical ability for proper job performance with minimum supervision. The employee's overall job performance and skills relate to the efficient, thorough, and conscientious production of acceptable quantity and quality of work performed.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage completes assigned task given to him with minimum supervision. He is a productive patrol officer..

ATTENDANCE AND PUNCTUALITY

Arrives to work on time. No excessive absences. Acts in accordance with Departmental policies regarding use of sick time for individual illnesses or other Departmental sanctioned uses.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage arrives ready for work on time. Ofc. Rammage used 15 sick days during this evaluation period.

MOTIVATION / INITIATIVE

Displays a sincere and cooperative attitude with co-workers and the public; adjusting when necessary; Works toward self-improvement in job related matters.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage displays a great cooperative attitude with his coworkers and public. Ofc Rammage failed to take his PT Test for his evaluation period.

PHYSICAL FITNESS

Maintains minimum Departmental standards for agility and physical fitness.

Rating **0**

☐ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Below Standards ☒ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage failed to take his PT Test for his evaluation period.

SAFETY PERFORMANCE

The employee's overall job habits promote safety for both the employee and the public. This would include driving habits, on-the-job injuries, use of weapons, etc.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc. Rammage had one at fault accident (03/22/17) ; but no unintentional discharges or other noted safety issues.

CONFORMS TO DEPARTMENT POLICIES AND PROCEDURES

Employee has received no formal written disciplinary action in the past year and has corrected any shortcomings noted and discussed by the supervisor.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage did not participate in the department's annual PT Test and had two separate disciplinary actions against him during this evaluation period. (At fault Vehicle accident on 03/22/17 and for failing to do a report when required on 03/12/17)

APPEARANCE

Employee's grooming, dress and personal hygiene are appropriate for his or her assignment and working environment, including the meeting of specific organizational requirements.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Ofc Rammage reports for duty well groomed and dressed for his work assignment on a daily basis.

FIREARMS ABILITIES

Continues to improve in marksmanship using the Department issued weapon or maintains a high standard in Department sponsored qualification sessions.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

On 05/18/17 Ofc Rammage scored 28 out of 30 (93%) for his Annual Firearms Qualification during In-service. He scored an 87 out of 90 (97 %) for his shotgun qualification.

Please choose reviewee's position specific assessment area:

☐ Police Officer/Motor Squad

Reset Position Ratings

A

Name Rammage, Kenneth Review Date 01/30/2018

Investigates traffic accidents as prescribed by Departmental procedure and state law

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Ofc Rammage makes sure that he is seen by the public patrolling his beat and responds to every assigned call that dispatch gives him.

B

Apprehends, arrests, and processes offenders, including traffic violators, fugitives, and summons witnesses for pending court cases.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Ofc Rammage is one of the highly productive officers when it comes to strong arrest cases.

C

Accurately completes all required reports and forms, including accident, incident, supplemental, arrest, juvenile arrest, and property and evidence forms.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Ofc Rammage makes sure that he is seen by the public patrolling his beat and responds to every assigned call that dispatch gives him.

Rater's Comments: Ofc Rammage is a productive officer. He works well and communicates well with his co-workers and the public. Ofc Rammage completes his work assignments on time with minimum supervision. Ofc, Rammage works approximately 30 hours a month in part-time jobs. It is recommended that Ofc Rammage be permitted to engage in off duty employment. Ofc Rammage also checks Power DMS and signs new documents regularly as required by policy

Performance Goals: Ofc Rammage should consider taking GPSTC courses such as Family Violence and Criminal Procedure. to improve his skill as an officer.. Ofc Rammage is also encouraged to participate in a Columbus police department PT Test during his next evaluation period .

I hereby acknowledge that my supervisor informed me before the time of this rating of any below standard ratings checked above and instructed me to correct the shortcomings.

☒ I concur with this rating

☐ I do not concur with this rating

Employee's Comments:

Supervisor	Date	Employee	Date
<i>Charles Weaver</i>	<i>1/31/18</i>	<i>ZZR</i>	<i>1/31/18</i>
Division Head	Date	Department Head	Date
<i>Major C King</i>	<i>2/23/18</i>	<i>[Signature]</i>	<i>2-27-18</i>

Capt. W.D. Turner
02-21-18

Columbus Consolidated Government
PUBLIC SAFETY
 Columbus, Georgia
Employee Achievement Assessment

Name Rammage, Kenneth Supervisor Neal, Mark
 Rank ☐ Patrol Officer Review Period 11/02/2017 to 11/01/2018
 Bureau ☐ Patrol Services Hire Date 11/02/2015
 Job Title Police Officer Review Date 11/01/2018
 Employee # [REDACTED]
 Final Score 3.85

Type of Evaluation

☒ Annual ☐ Job Change ☐ Probationary ☐ Other (specify)

General Instructions

All applicable areas of this form are to be completed. Those assessment areas which are not applicable should be marked as such. Any ratings entered as "Unacceptable", "Needs Development", or "Exceeds Standards" must be documented in the space provided. Other ratings may be documented or commented on as necessary. The supervisor completing this form should be familiar with all requirements in any current organizational manuals, and should read this entire form before beginning. The rater will indicate the performance level rating for each of the categories. Each performance level rating has a numerical value (1-Unacceptable; 2-Needs Development; 3-Meets Standards; 4-Exceeds Standards). After the evaluation has been completed, a final rating will be affixed.

Final Rating Category Key			
Unacceptable	Needs Development	Meets Standards	Exceeds Standards
1.59 or Less	1.60-2.59	2.60-3.59	3.60 or More

Rating Scale Descriptions	
Exceeds Standards	Consistently exceeds standards.
Meets Standards	Consistently meets standards.
Needs Development	Does not consistently meet standards.
Unacceptable	Performance falls substantially below standards.

Final Review Score		
Rating Value Total	Total Categories	Final Score
50	13	3.85

COMMUNICATION SKILLS

All written communications, including reports, are finished in a timely manner with few or no mistakes in spelling, punctuation, grammar, etc., and are legible. Verbally communicates in clear, concise format.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage's written communications are finished in a timely manner with few mistakes in spelling, punctuation, or grammar. He also possesses the ability to verbally convey information in a clear format.

PROBLEM RESOLUTION

Employee is effective in resolving problems encountered in achieving Department Goals and objectives, based on individual knowledge and skills. Exercises good judgement in taking appropriate action based on all available information.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage makes sound choices and requires an average amount of supervision, consistent with his level of experience in law enforcement. He is usually able to solve minor problems without the need of close supervision.

KNOWLEDGE, SKILLS, AND ABILITIES

Follows written and oral instructions to successful task completion using personal knowledge; has sufficient technical ability for proper job performance with minimum supervision. The employee's overall job performance and skills relate to the efficient, thorough, and conscientious production of acceptable quantity and quality of work performed.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage follows instruction well and exhibits skills which compliment this agency by the efficient production of work. His overall job performance is sufficient and he is often thorough in carrying out his duties.

ATTENDANCE AND PUNCTUALITY

Arrives to work on time. No excessive absences. Acts in accordance with Departmental policies regarding use of sick time for individual illnesses or other Departmental sanctioned uses.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage usually reports to work on time and has used 8 sick days during this rating period.

MOTIVATION / INITIATIVE

Displays a sincere and cooperative attitude with co-workers and the public, adjusting when necessary; Works toward self-improvement in job related matters.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage is cooperative with his co-workers and members of the public. He is open to suggestion and accepts advice from senior officers / supervisors.

PHYSICAL FITNESS

Maintains minimum Departmental standards for agility and physical fitness.

Rating **5**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Below Standards ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage scored 4 out of 5 points on his PT test on 3-9-18.

SAFETY PERFORMANCE

The employee's overall job habits promote safety for both the employee and the public. This would include driving habits, on-the-job injuries, use of weapons, etc.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage has had no at fault accidents or accidental discharges of his firearm, TASER, or pepper spray.

CONFORMS TO DEPARTMENT POLICIES AND PROCEDURES

Employee has received no formal written disciplinary action in the past year and has corrected any shortcomings noted and discussed by the supervisor.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage has received no formal written disciplinary action during this rating period.

APPEARANCE

Employee's grooming, dress and personal hygiene are appropriate for his or her assignment and working environment, including the meeting of specific organizational requirements.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage reports to work with a clean uniform and a shaved face.

FIREARMS ABILITIES

Continues to improve in marksmanship using the Department issued weapon or maintains a high standard in Department sponsored qualification sessions.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Officer Rammage scored 93% (28/30 hits) during 2018 In-Service Qualification on 6-27-18.

Please choose reviewee's position specific assessment area:

☐ Police Officer/Patrol Services

[Reset Position Ratings](#)

A

Name Rammage, Kenneth Review Date 11/01/2018

Patrols an assigned zone or beat to detect and deter criminal activity, traffic violations; responds to requests for police service, as dispatched by 911.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Officer Rammage is proactive in patrolling his assigned area and often volunteers for calls for service, going above and beyond in most of his duties.

B

Apprehends, arrests, and processes offenders, including fugitives, summons witnesses for pending court cases.

Rating 3

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Officer Rammage apprehends offenders, making arrests when necessary. He issues an average amount of traffic citations.

C

Accurately completes all required reports and forms, including accident, incident supplemental, arrest, juvenile arrest, and property and evidence forms.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Officer Rammage completes all required reports in a timely manner and rarely has to make corrections to his work. He also offers help to others in his squad, often staying after his tour of duty to assist.

Rater's Comments: Officer Rammage has a positive attitude and works well with the other officers in his squad. He is now eligible for the designation of Officer First Class, as he meets the requirements set forth in policy. He currently works part time jobs at various locations with an average of 45 to 50 hours per month. It is recommended that he be allowed to continue to work them if he elects to do so. Officer Rammage regularly signs into PowerDMS as is compliant with policy. His last sign on was on 10/30/18.

Performance Goals: Officer Rammage is encouraged to continue his education and training by finding classes at GPSTC that would benefit his career and also by enrolling in college courses which would further his knowledge base and improve his abilities as a police officer..

I hereby acknowledge that my supervisor informed me before the time of this rating of any below standard ratings checked above and instructed me to correct the shortcomings.

☒ I concur with this rating ☐ I do not concur with this rating

Employee's Comments:

Supervisor	Date	Employee	Date
<i>[Signature]</i>	10/30/18	<i>[Signature]</i>	11/01/2018
Division Head	Date	Department Head	Date
<i>[Signature]</i>	10/31/18	<i>[Signature]</i>	11-8-18

Capt. W. J. Turner
11-01-18

PATROL

Columbus Consolidated Government
PUBLIC SAFETY
Columbus, Georgia
Employee Achievement Assessment

Name **Rammage, Kenneth** Supervisor House, William E
Rank ☐ Corporal Review Period 11/02/2021 to 11/01/2022
Bureau ☐ Patrol Services Hire Date 11/02/2015
Job Title Corporal/ Motor Squad Review Date 12/19/2022
Employee # [REDACTED]
Final Score 3.90

Type of Evaluation

☒ Annual ☐ Job Change ☐ Probationary ☐ Other (specify)

General Instructions

All applicable areas of this form are to be completed. Those assessment areas which are not applicable should be marked as such. Any ratings entered as "Unacceptable", "Needs Development", or "Exceeds Standards" must be documented in the space provided. Other ratings may be documented or commented on as necessary. The supervisor completing this form should be familiar with all requirements in any current organizational manuals, and should read this entire form before beginning. The rater will indicate the performance level rating for each of the categories. Each performance level rating has a numerical value (1-Unacceptable; 2-Needs Development; 3-Meets Standards; 4-Exceeds Standards). After the evaluation has been completed, a final rating will be affixed.

Final Rating Category Key

Unacceptable	Needs Development	Meets Standards	Exceeds Standards
1.59 or Less	1.60-2.59	2.60-3.59	3.60 or More

Rating Scale Descriptions

Exceeds Standards	Consistently exceeds standards.
Meets Standards	Consistently meets standards.
Needs Development	Does not consistently meet standards.
Unacceptable	Performance falls substantially below standards.

Final Review Score

Rating Value Total	Total Categories	Final Score
50.75	13	3.90

RECEIVED

1.5.23
ASST CHIEF'S OFFICE

COMMUNICATION SKILLS

All written communications, including reports, are finished in a timely manner with few or no mistakes in spelling, punctuation, grammar, etc., and are legible. Verbally communicates in clear, concise format.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage's communication skills, both verbal and written, are very effective. He is able to summarize and communicate key decisions to citizens and police officers. His reports are concise, legible, and contain little to no errors.

PROBLEM RESOLUTION

Employee is effective in resolving problems encountered in achieving Department Goals and objectives, based on individual knowledge and skills. Exercises good judgement in taking appropriate action based on all available information.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage has good reasoning and critical thinking skills that help him handle problems. He is able to work out alternative solutions and determine the most suitable action for the objective(s) at hand.

KNOWLEDGE, SKILLS, AND ABILITIES

Follows written and oral instructions to successful task completion using personal knowledge; has sufficient technical ability for proper job performance with minimum supervision. The employee's overall job performance and skills relate to the efficient, thorough, and conscientious production of acceptable quantity and quality of work performed.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage was appointed to the rank of Corporal during this rating period and was also named Officer of the Month (March 2022) and Officer of the Year for 2022. Corporal Rammage completes his assignments accurately, in a timely and efficient manner. He shows an excellent level of knowledge about the job requirements and related skills. His quality and quantity of work exceeds standards amongst the median work load given. He is learning to supervise as a Corporal in the absence of the Sergeant.

ATTENDANCE AND PUNCTUALITY

Arrives to work on time. No excessive absences. Acts in accordance with Departmental policies regarding use of sick time for individual illnesses or other Departmental sanctioned uses.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage maintained the rating of "Exceeds Standards" through this rating period. Corporal Rammage arrives to work early and stays late. He is in compliance this rating period in accordance with Departmental policy for his sick time usage.

MOTIVATION / INITIATIVE

Displays a sincere and cooperative attitude with co-workers and the public, adjusting when necessary; Works toward self-improvement in job related matters.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage was named Officer of the Year for 2022 and Officer of the Month in March 2022. Corporal Rammage shows the initiative to find new tasks himself and thus was appointed to Corporal during this rating period. Corporal Rammage shows a cooperative team attitude toward the unit to accomplish the goal/objective at hand. Corporal Rammage's self-improvement exceeds standards. He is continuing his education by attending all the required On Scene 1-2 and Reconstruction 1-5 Classes at GPSTC during this rating period. Corporal Rammage also attended LIDAR class during this rating period. Cpl. Rammage is applying to attend DRE this next class. Cpl. Rammage was also nominated for Officer of the Year for his outstanding work.

PHYSICAL FITNESS

Maintains minimum Departmental standards for agility and physical fitness.

Rating **3.75**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Below Standards ☐ Unacceptable ☐ Not Applicable

Comments

Cpl. Rammage participated in the departments PT Test on 1-7-22. Cpl. Rammage scored a 3.75/5.0 meeting the standards.

SAFETY PERFORMANCE

The employee's overall job habits promote safety for both the employee and the public. This would include driving habits, on-the-job injuries, use of weapons, etc.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Cpl. Rammage has not had an at fault accident, unintentional discharge or lost any equipment this rating period.

CONFORMS TO DEPARTMENT POLICIES AND PROCEDURES

Employee has received no formal written disciplinary action in the past year and has corrected any shortcomings noted and discussed by the supervisor.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Cpl. Rammage has not received any formal disciplinary actions this rating period.

APPEARANCE

Employee's grooming, dress and personal hygiene are appropriate for his or her assignment and working environment, including the meeting of specific organizational requirements.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Cpl. Rammage reports to work with all his assigned equipment daily. Cpl. Rammage needs to improve on his uniform appearance through sizing and proper fitting and has been counseled on this several times.

FIREARMS ABILITIES

Continues to improve in marksmanship using the Department issued weapon or maintains a high standard in Department sponsored qualification sessions.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Cpl. Rammage scored 27/30 hits (90%) on his transition to the new Smith/Wesson 2.0 on 11-02-22 with his assigned duty firearm for fall shoot.

Please choose reviewee's position specific assessment area:

☐ Police Officer/Motor Squad

Reset Position Ratings

A

Name Rammage, Kenneth Review Date 12/19/2022

Investigates traffic accidents as prescribed by Departmental procedure and state law.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Cpl. Rammage works an average of 15-20 accidents weekly. Cpl. Rammage investigates fatalities and follows up on leads associated with those crashes. Cpl. Rammage maintains a high standard in his investigations.

B

Apprehends, arrests, and processes offenders, including traffic violators, fugitives, and summons witnesses for pending court cases.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Cpl. Rammage continues to do an outstanding job in enforcing traffic and apprehending fugitives. Cpl. Rammage has a great working relationship with the public and the court system.

C

Accurately completes all required reports and forms, including accident, incident, supplemental, arrest, juvenile arrest, and property and evidence forms.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Cpl. Rammage is able to complete his reports, supplements, and arrest warrants properly, accurately and turn those in without delay.

Rater's Comments: Corporal Rammage has had no issues with assignments he has been assigned. While in the Motor Squad, he has had no issues in the performance of his primary responsibilities in a manner which meets department standards. Corporal Rammage works a cumulative of 42 hours of Off-duty employment a month and he is recommended to be allowed to continue. Corporal Rammage has several approved employers but primarily works for 3. Those employers are: Cascade Hills Church, WC Bradley and Maple Ridge HOA. Corporal Rammage has also been advised of the Columbus Police Department Policy 1-7.2 (E) Distribution and Access of Columbus Police Department Manuals as it refers to checking Power DMS and signing for documents on a weekly basis. Corporal Rammage complies with this policy and will comply with it in the future.

Performance Goals: Corporal Rammage is encouraged to continue taking classes at the Georgia Public Safety Training Center to further his knowledge of crash investigations. Corporal Rammage is encouraged to take the next Sergeant's Exam for future promotions in the department.

I hereby acknowledge that my supervisor informed me before the time of this rating of any below standard ratings checked above and instructed me to correct the shortcomings.

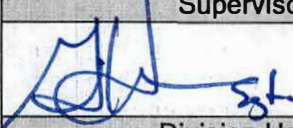
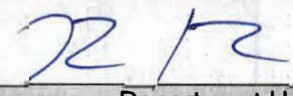
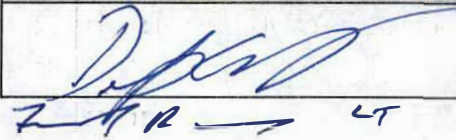
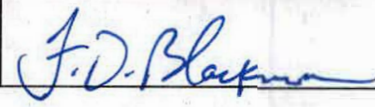


I concur with this rating



I do not concur with this rating

Employee's Comments:

Supervisor	Date	Employee	Date
	12-21-22		12-29-22
Division Head	Date	Department Head	Date
 LT	01043 12/21/22		01-20-2023



12/22/2022

DUC 1-9-23

Columbus Consolidated Government

PUBLIC SAFETY

Columbus, Georgia

Employee Achievement Assessment

Name Rammage, Kenneth Supervisor House, William

Rank ☐ Corporal Review Period 11/15/2022 to 11/14/2023

Bureau ☐ Patrol Services Hire Date 11/15/2015

Job Title Motor Officer Review Date 11/20/2023

Employee # [REDACTED]

Final Score 3.62

Type of Evaluation

☒ Annual ☐ Job Change ☐ Probationary ☐ Other (specify)

General Instructions

All applicable areas of this form are to be completed. Those assessment areas which are not applicable should be marked as such. Any ratings entered as "Unacceptable", "Needs Development", or "Exceeds Standards" must be documented in the space provided. Other ratings may be documented or commented on as necessary. The supervisor completing this form should be familiar with all requirements in any current organizational manuals, and should read this entire form before beginning. The rater will indicate the performance level rating for each of the categories. Each performance level rating has a numerical value (1-Unacceptable; 2-Needs Development; 3-Meets Standards; 4-Exceeds Standards). After the evaluation has been completed, a final rating will be affixed.

Final Rating Category Key

Unacceptable	Needs Development	Meets Standards	Exceeds Standards
1.59 or Less	1.60-2.59	2.60-3.59	3.60 or More

Rating Scale Descriptions

Exceeds Standards	Consistently exceeds standards.
Meets Standards	Consistently meets standards.
Needs Development	Does not consistently meet standards.
Unacceptable	Performance falls substantially below standards.

Final Review Score

Rating Value Total	Total Categories	Final Score
47	13	3.62

COMMUNICATION SKILLS

All written communications, including reports, are finished in a timely manner with few or no mistakes in spelling, punctuation, grammar, etc., and are legible. Verbally communicates in clear, concise format.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage's communication skills, both verbal and written, are very effective. He is able to summarize and communicate key decisions to citizens and police officers. His reports are concise, legible, and contain little to no errors.

PROBLEM RESOLUTION

Employee is effective in resolving problems encountered in achieving Department Goals and objectives, based on individual knowledge and skills. Exercises good judgement in taking appropriate action based on all available information.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage is effective in solving problems and achieving departmental goals. He exercises good judgement and acts accordingly based on the information he received.

KNOWLEDGE, SKILLS, AND ABILITIES

Follows written and oral instructions to successful task completion using personal knowledge; has sufficient technical ability for proper job performance with minimum supervision. The employee's overall job performance and skills relate to the efficient, thorough, and conscientious production of acceptable quantity and quality of work performed.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage shows an excellent level of knowledge about the job requirements and related skills. His quality and quantity of work exceeds standards considering the high level work load given. He is learning to supervise as a Corporal in the absence of the Sergeant. Corporal Rammage is a trained fatality investigator and also a DRE and FTO. Corporal Rammage trains new recruits in accident investigation.

ATTENDANCE AND PUNCTUALITY

Arrives to work on time. No excessive absences. Acts in accordance with Departmental policies regarding use of sick time for individual illnesses or other Departmental sanctioned uses.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage arrives to work early and stays late when needed. He is in compliance this rating period in accordance with Departmental policy for his sick time usage.

MOTIVATION / INITIATIVE

Displays a sincere and cooperative attitude with co-workers and the public, adjusting when necessary; Works toward self-improvement in job related matters.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage shows a cooperative team attitude toward the unit to accomplish the goal/objective at hand. Corporal Rammage's self-improvement exceeds standards. He is continuing his education by attending DRE School at GPSTC during this rating period. He also attended the Rifle class and FTO School this rating period. He offers to stay late and assist other Motor Officers if needed.

PHYSICAL FITNESS

Maintains minimum Departmental standards for agility and physical fitness.

Rating **0**

☐ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Below Standards ☒ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage did not participate in the PT Test this rating period.

SAFETY PERFORMANCE

The employee's overall job habits promote safety for both the employee and the public. This would include driving habits, on-the-job injuries, use of weapons, etc.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage has not had an at fault accident, unintentional discharge or lost any equipment during this rating period.

CONFORMS TO DEPARTMENT POLICIES AND PROCEDURES

Employee has received no formal written disciplinary action in the past year and has corrected any shortcomings noted and discussed by the supervisor.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage has not received any formal disciplinary actions this rating period.

APPEARANCE

Employee's grooming, dress and personal hygiene are appropriate for his or her assignment and working environment, including the meeting of specific organizational requirements.

Rating **3**

☐ Exceeds Standards ☒ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage reports to work with all his assigned equipment daily. Cpl. Rammage needs to improve on his uniform appearance through sizing and proper fitting.

FIREARMS ABILITIES

Continues to improve in marksmanship using the Department issued weapon or maintains a high standard in Department sponsored qualification sessions.

Rating **4**

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable ☐ Not Applicable

Comments

Corporal Rammage scored 29/30 hits (97%) on his annual in-service training with his assigned duty firearm on 7-13-23.

Please choose reviewee's position specific assessment area:

☐ Police Officer/Motor Squad

Reset Position Ratings

A

Name Rammage, Kenneth Review Date

Investigates traffic accidents as prescribed by Departmental procedure and state law.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Corporal Rammage works an average of 20 plus accidents weekly. Cpl. Rammage investigates fatalities and follows up on leads associated with those crashes. Cpl. Rammage maintains a high standard in his investigations. Cpl. Rammage is now taking the lead investigator position on fatalities and serious injury investigations.

B

Apprehends, arrests, and processes offenders, including traffic violators, fugitives, and summons witnesses for pending court cases.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Corporal Rammage continues to do an outstanding job in enforcing traffic and enforcing GA Law. Cpl. Rammage has a great working relationship with the public, his peers and the court system.

C

Accurately completes all required reports and forms, including accident, incident, supplemental, arrest, juvenile arrest, and property and evidence forms.

Rating 4

☒ Exceeds Standards ☐ Meets Standards ☐ Needs Development ☐ Unacceptable

Comments:

Corporal Rammage is able to complete his reports, supplements, and arrest wagons properly, accurately and turn those in without delay.

Rater's Comments: Corporal Rammage continues to do an outstanding job with assignments he is given and cases he is working. While in the Motor Squad, he has had no issues in the performance of his primary responsibilities in a manner which meets department standards. Cpl. Rammage seeks advice from his peers and continues to train and attend classes when permitted. Cpl. Rammage trains recruits when they are assigned to ride with Motors for a week. The recruits give him accolades for the way he explains the job and the time they spend with him. Cpl. Rammage has completed the DRE and FTO schools during this rating period.

Corporal Rammage works approximately 35 hours a month part time and is recommended to continue to be allowed. Cpl. Rammage works primarily for Cascade Hills Church and Maple Ridge HOA but is authorized to work for several different employers and should be allowed to do so.

Corporal Rammage has also been advised of the Columbus Police Department Policy 1-7.2 (E) Distribution and Access of Columbus Police Department Manuals as it refers to checking Power DMS and signing for documents on a weekly basis and last did so on 11/02/23. Corporal Rammage complies with this policy and will comply with it in the future.

Performance Goals: Corporal Rammage is encouraged to continue taking classes at the Georgia Public Safety Training Center to further his knowledge of crash investigations and policing. Corporal Rammage is encouraged to take the next Sergeant's Exam for future promotions in the department.

I hereby acknowledge that my supervisor informed me before the time of this rating of any below standard ratings checked above and instructed me to correct the shortcomings.

KwR



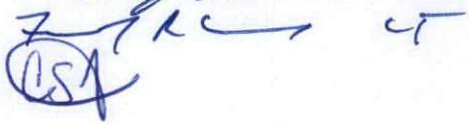
I concur with this rating



I do not concur with this rating

Employee's Comments:

Supervisor	Date	Employee	Date
	11-20-23		11-20-23
Division Head	Date	Department Head	Date
	11/21/23		



RECEIVED
COLUMBUS POLICE DEPT.
CHIEF'S OFFICE
2023 NOV 21 A 11:47

COLUMBUS POLICE DEPARTMENT

P.O. Box 1866
500 Tenth Street
Columbus, GA 31902-1866



Stoney Mathis
Chief of Police

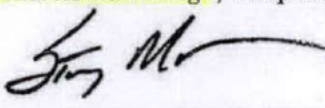
J. Dent-Fitzpatrick
Assistant Chief of Police

D. Kennedy
Assistant Chief of Police

Memorandum

Date: Wednesday, March 19, 2025

To: Kenneth Rammage, Corporal, Bureau of Patrol Services



From: Stoney Mathis, Chief of Police

Subject: ADMINISTRATIVE LEAVE WITHOUT PAY/O.P.S. CASE #24-02

Effective immediately, you will be placed on **Administrative Leave without Pay** pending an Office of Professional Standards investigation, case number 24-02.

In accordance with 3-11.2 of the Columbus Police Manual (Equipment Turn-in), you will be required to turn in your department issued equipment to the Quartermaster.

If you have any questions, please contact Lieutenant Joe Bridges in the Personnel Office at ([REDACTED])

SM/kt

cc: J. Dent-Fitzpatrick, Assistant Chief of Police
D. Kennedy, Assistant Chief of Police
L. Deaton, Deputy Chief, Bureau of Investigative Services
C. Dent, Deputy Chief, Bureau of Patrol Services
R. Graham, Deputy Chief, Bureau of Administrative Services
R. Hastings, Deputy Chief, Bureau of Support Services
G. Touchberry, Captain, Bureau of Patrol Services
J. Bridges, Captain, Office of Professional Standards
J. Bridges, Lieutenant, Bureau of Administrative Services
File



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