



City of Cleveland
Justin M. Bibb, Mayor

Department of Public Safety
Dornat (Wayne) A. Drummond, Chief
FBI NA #230
Division of Police
1300 Ontario Street, Suite 929
Cleveland, Ohio 44113
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Disposition Letter

September 20, 2022

Patrol Officer Jacquelyn Grammes #811
C/o First District Headquarters
3895 West 130th Street
Cleveland, Ohio 44111

Re: VC2022-0090

Patrol Officer Grammes #811:

This letter is to advise you, Patrol Officer Jacquelyn Grammes #811, of the result of the administrative pre-disciplinary hearing, which you waived your attendance, to address an internal investigation wherein you were alleged to have engaged in improper procedure and/or conduct.

STATEMENT OF POLICY

In part: The Manual of Rules sets forth the conduct and behavior to be followed by officers and employees. Any violation of these rules shall be a basis for disciplinary action. Disciplinary action includes, but is not limited to, verbal and written reprimands and the preferring of Divisional charges which can result in suspension, loss of pay, demotion or termination. The rules and standards contained in this manual shall apply whether the officer or employee is on or off duty. Where a conflict exists between a Rule and a General Police Order, the Rule provision shall be adhered to.

SPECIFICATION

Specification #1: (VC2022-0090) On or about June 20, 2022, you, Patrol Officer Jacquelyn Grammes #811, were involved in a motor vehicle accident that was reviewed by the Traffic Safety Analysis Panel and determined to be preventable. This is your second preventable motor vehicle accident within two (2) years, in violation of Manual of Rules 4.03, 6.03 and 6.05, and Civil Service Rules 9.10 (12) and (18). (*Group I Violation*)

This specification is in violation of the rules and procedures of the Division of Police, Department of Public Safety.

RULES, POLICIES AND PROCEDURES

Manual of Rules for the Conduct and Discipline of Employees of the Cleveland Division of Police: 4.03, 6.03 and 6.05

Civil Service Commission Rule 9.10 Tenure (12) and (18)

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PREDISCIPLINARY HEARING

Prior to the hearing, you and your representatives informed the Division representatives that you would plead “**No Contest**” to the administrative charges as set forth in the charging letter, with the understanding that you would be found “**Guilty**” and that neither you nor your representatives would grieve the penalty.

FINDINGS AND CONCLUSION

Upon carefully reviewing the evidence incorporated in the investigation, I find that you violated Manual of Rules 4.03, 6.03 and 6.05, and Civil Service Rules 9.10 (12) and (18) when you were involved in a motor vehicle accident that was determined to be preventable by the Traffic Safety Analysis Panel. This was your second preventable motor vehicle accident within two (2) years (*Specification #1*). I find you “**Guilty**” of Specification #1 and I am issuing you a “**Written Reprimand**.” This corrective action is within the First Group I violation range of the discipline matrix where mitigating factors (*accepted responsibility and no active discipline*) outweigh aggravating factors (*none*).

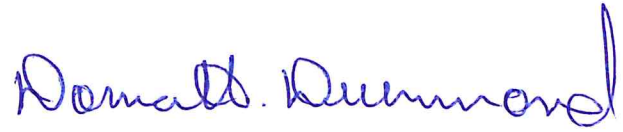
Additionally, you shall, within five (5) work days of receiving this Written Reprimand, read Manual of Rules 4.03, 6.03 and 6.05, and Civil Service Rules 9.10 (12) and (18), and expect to be reinstructed by a superior officer on those Rules. Upon completion of the reinstruction, you will email (as an attachment) a Form-1 indicating reinstruction, endorsed by the same superior officer, to both:

- **The Case Preparation Unit (caseprep@clevelandohio.gov)**
- **Lieutenant Charles DePenti (cdepenti@clevelandohio.gov).**

Pursuant to the Manual of Rules, you are personally responsible for maintaining a current set of General Police Orders either as a paper copy or in electronic format. Furthermore, your Commanding Officer maintains all Divisional directives, which you are obligated to also know pursuant to the Manual of Rules. Please inform your Commanding Officer, through the chain of command, if you cannot access these policies and protocols. If you have any questions, please contact your immediate supervisor for specific answers about any of the Division’s policies and protocols and their application.

It is the Division’s earnest desire that this letter will serve as a deterrent against future acts of this nature. Any prospective acts of same or similar conduct may lead to progressive discipline. Pursuant to the terms and conditions of the collective bargaining agreement between the City of Cleveland and the Cleveland Police Patrolmen’s Association, verbal disciplinary warnings and disciplinary written reprimands shall not be used for progressive discipline purposes after one (1) year from the date the discipline was administered, and disciplinary suspensions shall not be used for progressive discipline purposes after three (3) years from the date the discipline was administered.

Respectfully,



Dornat A. Drummond
Chief of Police

DAD:bpc:cl: kfs

cc: Dorothy Todd, Deputy Chief, Chief of Staff
Sammy Morris, Acting Deputy Chief, Field Operations
Brian Carney, Commander, Bureau of Compliance
Kevin Schwarz, Acting Commander, First District
Christopher Viland, Superintendent, Internal Affairs Unit
William Mokshefsky, Acting Lieutenant, Officer-in-Charge, Personnel Unit
Melissa Dawson, Sergeant, Officer-in-Charge, Employee Assistance Unit
Jeffrey Follmer, President, Cleveland Police Patrolmen's Association
George E. Coulter, Assistant Director, Department of Public Safety
Paul Patton, Director, Department of Human Resources
Megan Schenk, Labor Relations Manager, Department of Human Resources
Michael Hess, Chairperson, Civilian Police Review Board
Richard Rosenthal, Member, Monitoring Team
Michael Evanovich, Investigator, Department of Justice
Jason Goodrick, Executive Director, Cleveland Community Police Commission
Hassan Aden, Federal Monitoring Team