



PLANTATION POLICE DEPARTMENT

TO: Detective Peter Saglio

FROM: Chief W. Howard Harrison *WHH*

SUBJ: NOTICE OF DISCIPLINE

DATE: April 25, 2016

COPIES: Deputy Chief Belanger, Captain Juskiwicz, Sgt. Stalker, Internal Affairs, Margie Moale, Human Resources Director, Officer M. Barth, FOP President

I would like to first thank you for your appearance, along with FOP Attorney Gene Gibbons and FOP President Mary Barth, at the pre-determination hearing held on April 20, 2016 at 1:00pm. Deputy Chief Belanger and I appreciate hearing your perspective regarding this incident.

The undisputed facts of this case are that over a six week period, you sent text messages from a personal electronic device to the victim of a crime that you were assigned to investigate. Many of these messages were inappropriate and of a personal nature. Additionally, you sent the victim an unofficial and unapproved version of the narrative portion of your police report. Then, on March 3, 2015, you sent the victim a video which showed yourself masturbating. The Internal Affairs investigation into these allegations sustained charges for violations of Plantation Police Department General Order #4, *Conduct Unbecoming (4 - 16)*, *Dissemination of Information (4 - 25)*, and *Moral Character (4 - 43)*. I have thoroughly reviewed this investigation and I am in agreement with the findings. These agency policies have been publicized and distributed to all personnel and give fair warning to the potential consequences for any violation. Guidelines established in General Order #4 recommend a suspension without pay for Conduct Unbecoming of 24-32 hours, a suspension without pay of 64-96 hours for Dissemination of Information, and termination for a Moral Character violation.

In reviewing your twenty year career as a police officer with the Plantation Police Department prior to this incident, I found an unblemished history with no previous discipline. You have a personnel file with letters of appreciation and accolades. You have served as an invaluable leader on our SWAT team, a well-respected police instructor, and a mentor to our newer police officers. These factors were all considered in attempting to reach a decision on this incident.