

*8/16*

**PALM BEACH GARDENS POLICE DEPARTMENT**  
**Notice of Counseling Form**

**Date:** 08-20-02

**To:** Officer G. Carmack, #152

**From:** Sgt. C. Barca, #176 *CB*



**Violation:** Rules and Regulations 2.3.12.2, conduct/departement

On Aug 14, 2002, Officer Carmack was speaking over the phone with the mother of a juvenile suspect who was upset about her son's involvement in a burglary case. Officer Carmack admittedly hung up the phone abruptly before the subject had been satisfied as to her inquiry into the case. This further angered her and precipitated a complaint against this officer. The complaint form has been completed and forwarded to professional standards.

In addition to the above occurring, I was re-contacted by the complainant who advised she had heard about the incident from the clerk at a local convenience store where this officer frequently takes his meal breaks. She was not forthcoming with the name of the person who spoke to her, so this could not be confirmed.

**Comments:**

On 08-20-02 I spoke with Officer Carmack and he advised he should have given the subject more time to "vent" and that he could have been more sensitive to her concerns. He realizes after a brief counseling session that he was wrong and that he would make an effort to avoid situations like this in the future.

In regards to the second issue, this officer was reminded not to discuss department business with any uninvolved/civilian persons and if this was the case, not to repeat this course of action.

I acknowledge that I have been counseled in reference to the actions stated above as well as consequences of further violations. I concur that the above information accurately reflects what was discussed. (See policy 4.1.12, Disciplinary Procedures)

Employee Signature: *G. Carmack #152* Date: *9/8/02*

Supervisor: *Christoph Barca* Date: *9-8-02*

*Am*

RECOMMENDATIONS:

CONCUR

DO NOT CONCUR

[Signature]  
SIGNATURE OF SUPERVISOR

TITLE: lt  
DATE: 8-21-02

RECOMMENDATIONS:

CONCUR

DO NOT CONCUR

[Signature]  
DIVISION COMMANDER SIGNATURE

RECOMMENDATIONS:

CONCUR

DO NOT CONCUR

[Signature]  
BUREAU MAJOR SIGNATURE

RECOMMENDATIONS

CONCUR

DO NOT CONCUR

[Signature] 601  
CHIEF OF POLICE SIGNATURE

copy

# City of Palm Beach Gardens Police Department Citizen Complaint and Inquiry Form

Name of Complainant: Stephanie Mills Professional Standards Tracking # \_\_\_\_\_

Date of Incident: 8-14-02 Time of Incident: 0645 (Approx)

Name of Employee(s) and ID # (if known) who are named in the complaint:  
Officer Gary Carmack, #152

Summary of Incident:  
Officer hung UP ON a subject who had called TO inquire about her son's involvement in a burglary case. The mother was UPSET and scared for her son's future. (Case # 02-4063)

Complainant's Signature (if possible): Phone Date: \_\_\_\_\_

Supervisor Receiving Initial Information: Barco ID#: 176

Supervisor's Signature: [Signature] Date: 8-20-02

Disposition of Complaint or Inquiry: (Document all action taken below)

- Court Issue
- Resolved with Citizen and/or No Further Action Necessary
- Formal Investigation needed and/or begun
- Sustained, Supervisor Action Taken
- Not-Sustained, Supervisor Action Taken
- Unfounded, No Supervisor Action Taken

Investigative Comments: The officer admitted that he hung UP ON the citizen and that he should have given her more time to ask questions and "vent."  
A counseling Form has been Forwarded.

Supervisor/Investigator's Signature: [Signature] Date: 8-20-02

# Palm Beach Gardens Police Department

## Notice of Counseling

**Date:** 05/30/07

**Officer:** Gary Carmack

### Incident Facts:

Complainant advised Officer Carmack accused her of harassing Code Enforcement, harassing her neighbors and making excessive calls to the police regarding a tree that grows in the neighbor's yard. Complainant advised that Officer Carmack called her crazy because of the nature of the complaint and refused to give her his name.

### Proposed Solutions To Improve Performance:

Officer Carmack will show more understanding to residents and take more time to listen to both parties. Officer Carmack will remain impartial at future calls for service and be more courteous to citizens.



### Potential Consequences if Behavior Is Not Modified:

Officer Carmack can cause some members of the public to lose confidence in the Police who service their community, causing them to be reluctant to come forward to report crime, and summon assistance when needed. Behavior could discredit or embarrass the department if no modification of behavior occurs.

Progressive disciplinary action, up to and including termination.

*My signature acknowledges that I have been counseled in the above-mentioned matter.*

**Officer:** Gary Carmack

**Signature:**

**Supervisor:** Joseph Corrao

**Signature:** SGT. [Signature]

Human Resources  
Professional Standards  
Personnel File

EWS  
BIR  
END LIST

[Handwritten initials]

**PALM BEACH GARDENS POLICE DEPARTMENT  
Notice of Counseling Form**

**Date:**       JULY 16, 2000      

**To:**       Officer G. Carmack #152      

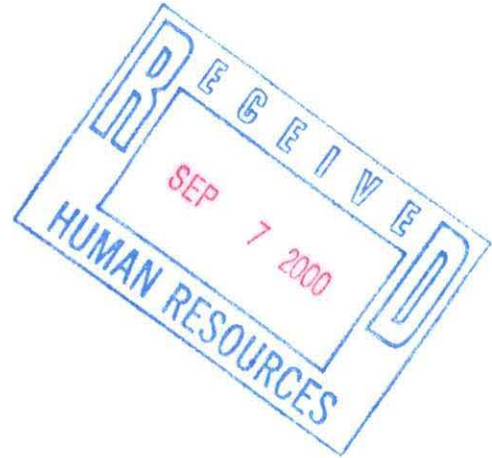
**From:**       Sergeant M. Rispoli      

**Violation:**

Loitering – Rules & Regulation 2.3.27.1 (Places in General – On or Off Duty)

**Comments:**

PLEASE SEE ATTACHMENTS



I acknowledge that I have been counseled in reference to the actions stated above as well as consequences of further violations. I concur that the above information accurately reflects what was discussed. (See policy 4.1.12, Disciplinary Procedures)

Employee's Signature: *[Handwritten Signature]* Date: 09/06/00

Supervisor: *[Handwritten Signature]* Date: 072700

\_\_\_\_\_  
SUPERVISORS SIGNATURE:

TITLE: \_\_\_\_\_

*[Handwritten mark]*  
*[Handwritten signature]*

Recommendations:

Concur  
 Do Not Concur

H. R. Fisher  
Signature of Supervisor  
Title: LIEUTENANT  
Date: 07-18-00

Recommendations:

Concur  
 Do Not Concur

A. Bunn<sup>003</sup> 8/3/00  
Division Commander's Signature

Recommendations:

Concur  
 Do Not Concur

[Signature] 002 8-3-00  
A/Chief of Police Signature

Recommendations:

Concur  
 Do Not Concur

[Signature] 001 8/3/00  
Chief of Police Signature

Counseling Form  
Officer G. Carmack #152  
July 16, 2000

On Sunday, July 16, 2000 Officer Carmack was on foot at the Hess gas station located at 9031 N. Military Trail. Officer Carmack is scheduled to go out of service at 03:00 hrs. At approximately 03:50 hrs. Officer Carmack emerged from the store to leave. I approached him at this time to ascertain how long he was in the store. His recollection of the amount of time was not accurate.

Officer Carmack was spoken to about a similar situation on Friday, July 7, 2000 when he was at the same location for approximately one hour and fifteen minutes after completing his shift. He was asked to limit his visits to ten or fifteen minutes. He agreed with that time allotment.

The fact that Officer Carmack has an assigned vehicle (marked) and is in full uniform increases the possibility that a member of the citizenry would believe he was on duty and spending a great deal of time idle.

I discussed the potential misconceptions of the public or other law enforcement entities with this type of inactivity and the type of scrutiny this entire agency could be placed under for such behavior. I also made it clear that this behavior would not be tolerated. Officer Carmack assured me this would not happen again.

Officer Carmack was counseled for rule and regulation violation Loitering (On or off duty) 2.3.27.1- General Places.

Prepared by:

  
Sgt. M. Rispoli # 112