

**PALM BEACH GARDENS POLICE DEPARTMENT  
DISCIPLINARY ACTION FORM**

Employee Name/ID#: Officer Peter Reynolds #320

**RECEIVED**

APR 7 2009

Violation(s): 4.1.7 – Harassment and Discrimination  
2.3.16.5.8 – Insubordination or disrespect toward a Superior Officer

**HUMAN RESOURCES**

**Summary:**

On October 1, 2008 Officer Reynolds attended Driver's Training in Fort Pierce in his training uniform, but wearing a belt displaying outlines of naked women and a large silver belt buckle designed in the same manner. This belt was clearly visible to the several female officers in attendance, including newly hired officers. This was the fourth incident occurring during in-service training involving Officer Reynolds in the last six months including his failure to have his body armor available for firearms training on October 17, 2008.

During the Monthly Officer Inspection for October, 2008 Officer Reynolds was found to have added to/or extended the tattoo on his right forearm by adding an outline of flames with a black marker. When the tattoo was being photographed by Sgt. Segreto, Officer Reynolds extended his right arm for the photograph, and extended his middle finger at the same time. The black marker outline was removed by Officer Reynolds the next day.

**Recommendation:**

Officer Reynolds' action of wearing a belt which depicted naked women on it while in police uniform is egregious and a violation of the City's harassment policy, specifically Section 111 which addresses offensive clothing. This was followed by his failure to bring his body armor to firearms training only 2 ½ weeks later. For this offense, I recommend a Corrective Action form be issued.

Officer Reynolds' disrespect toward a superior officer, whether the Sergeant taking the photograph of his tattoo, Sergeant Segreto, or the Command Staff who ultimately received the photograph, is against the philosophy of this department and will not be tolerated. Based on the severity of his actions, I recommend that he receive a Written Reprimand.

  
Glenn T. Brown Lt. #110

October 27, 2008

Supervisor's Signature

Date

Concur     Do Not Concur  
Recommendation:



Lieutenant

10/27/08

Date

Concur     Do Not Concur  
Recommendation:

*Off. Reynolds has been spoken to by a number of supervisors including Chief Stepp and Major Artola, in an effort to motivate him to change his behavior and correct his ongoing course of conduct. Despite these efforts he continued to perform in the same manner. Off. Reynolds conduct is unprofessional and unbecoming an officer and continues to deteriorate. For these reasons I recommend a 2 day suspension without pay, 1 for each offense.*



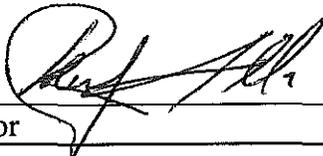
Captain

10/29/08

Date

Concur     Do Not Concur  
Recommendation:

*See attached memo for additional info.*



Major

10/30/08

Date

Concur

Do Not Concur

Recommendation:

THIS FORM WILL SERVE AS A WRITTEN REPRIMAND.

Chief of Police



Date

12-8-08

**PALM BEACH GARDENS POLICE DEPARTMENT**  
**UNIFORM OPERATIONS BUREAU**

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**INTEROFFICE MEMORANDUM**

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**TO:** CHIEF STEPHEN STEPP  
**FROM:** MAJOR ROBERT ARTOLA *Artola*  
**DATE:** OCTOBER 30, 2008  
**SUBJECT:** OFFICER REYNOLDS' CONDUCT

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I received the attached Disciplinary Action Form on Officer Reynolds and feel that displaying naked women on a belt while in uniform in and of itself, is deserving of a suspension. I must emphasize that this is not the first time Officer Reynolds' actions were unbecoming an officer. I compiled the following list of Officer Reynolds' ongoing course of conduct since 2007, for your review. I feel we have made every possible attempt to change his behavior and see no other alternative than to recommend punitive discipline.

1. On October 17, 2008, Officer Reynolds attended Firearms Training at Martin County Correctional Institute's firing range. He failed to bring his ballistic vest even though he is required to have it when operating his marked patrol car and, while at the firing range. The Instructors were notified, and provided him with a vest to use in training.
2. During driver training on October 1, 2008, Officer Reynolds called Lt. Brown's cell phone number continuously while Lt. Brown was attempting to maneuver the vehicle at high speeds on the skid pad.
3. During a training class in May 2008, two female instructors from City Hall reported they were made very uncomfortable by the manner in which officer Reynolds was staring at them throughout the class.
4. During a training class on April 8, 2008, Officer Reynolds skipped one and one half hours of training after his court appearance was cancelled. He returned to the City, but failed to return to training until after lunch and was docked 1 ½ hours of personal leave time.
5. During the Florida Police Chiefs Association Seminar held at the PGA Resort, Officer Reynolds put his picture on the courtesy phone left at the will call desk while he was on duty there.
6. After learning that Officer Reynolds intended to have a sleeve type tattoo placed on his forearm, Lieutenant Brandt spoke with him and advised him that a policy was forthcoming which would prohibit this and recommended against having it done. Officer Reynolds had the tattoo done on his next scheduled days off. He did this to avoid the policy.
7. On a SWAT training day in 2007, Officer Reynolds threw a large amount of water from a large portable water cooler out of the sliding side door of the SWAT van while traveling on 1-95. This was done in an effort to hit another police vehicle traveling behind it to scare the officers operating that vehicle. The police vehicle swerved as did another motorist traveling in the same direction.