



**CITY OF PUNTA GORDA
OFFICE OF THE CITY MANAGER
INTEROFFICE MEMORANDUM**

To: Lieutenant Chris Salsman
From: Howard Kunik, City Manager
Date: August 29, 2017
Subject: Disciplinary Action


Based on the information contained in the Police Department Final Report for Professional Standards Investigation 16-001 and pursuant to Notification of Charges or Allegations provided to you on July 5, 2017, I find the following:

Section 11.05, Group I, No. 6 of the City's Personnel Rules & Regulations: Sustained
Section 11.05, Group II, No. 17 of the City's Personnel Rules & Regulations – Sustained
PGPD Standard Operating Procedure 215.00, Section II (B) – Not Sustained

After careful consideration of all the information, I am imposing a 2-day suspension without pay as well as no consideration of a merit increase which is set to take effect October 1, 2017. While this is a first offense, your status as a Lieutenant within the Department warrants such discipline beyond that of what would normally be given to an Officer.



CITY OF PUNTA GORDA
OFFICE OF THE CITY MANAGER
INTEROFFICE MEMORANDUM

To: Lieutenant Chris Salsman
From: Howard Kunik, City Manager 
Date: August 25, 2017
Subject: Consideration of Potential Disciplinary Action

Please be advised that I am considering disciplinary action against you, up to a potential suspension without pay, based on the information and conclusions set forth in the attached investigatory report and as alleged in the Notice of Charges or Allegations previously provided to you. Before I finalize the investigation and decide whether any allegations should be sustained against you, and determine whether disciplinary action, if any, is appropriate, I am affording you the opportunity to meet with me for an informal pre-determination conference.

At the pre-determination conference, you will be provided with an opportunity to explain your position directly to me and to present to me any additional information you would like me to consider before I make my final decision in this matter. The pre-determination conference will be held on Monday, August 28, 2017, at 10:00 a.m., in the City Manager's conference room. If you choose, you may bring a representative to assist and advise you.

If you have any questions or concerns, please do not hesitate to contact me.