

# Saranac Lake Police Department

2 MAIN STREET  
SARANAC LAKE, NEW YORK 12983-1795

September 30, 2002

Ptl. Peter L. Gladd

In accordance with the provisions outlined in Article 8 of the contract agreement between the Village of Saranac Lake and the Police Benevolent Association, and Section 75 of the Civil Service Law, you are hereby notified that the following charges are preferred against you.

## CHARGE 1

### SPECIFICATION:

On September 26, 2002, at about 0700 hours, you were ordered by [REDACTED] to perform school zone patrol. At 0705 hrs. [REDACTED] observed you in the Police Station with no apparent movement toward completing the task given. [REDACTED] ordered you a second time to conduct School Zone patrol. This is in violation with Article X 10.1.3, Failure to Perform a Duty.

## CHARGE 2

### SPECIFICATION:

On September 26, 2002, at about 0705 hours, you were told a second time by [REDACTED] to report to school zones. You responded by claiming stomach illness, and telling [REDACTED] he would be doing school zones. This is in violation of Article X 10.1.4, Insubordination or Disrespect Toward a Superior Officer.

CHARGE 3

SPECIFICATION:

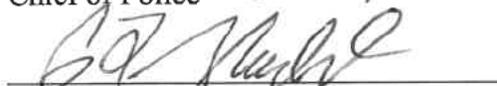
On September 26, 2002, at about 0710 hours, after claiming a sudden stomach flu and then stating "this place makes me sick", you left the Police Dept. This is in violation of Article X 10.1.6, being absent from duty without proper authorization.

The office of the Chief of Police will seek the following:

- One day suspension for Charge 1
- One day suspension for Charge 2
- One day suspension for Charge 3

Total suspension time is 3 days.

  
\_\_\_\_\_  
Donald G. Perryman, Jr.  
Chief of Police

  
\_\_\_\_\_  
Ptl. Peter L. Gladd

9-30-02  
Received

THE LAW OFFICES OF  
**JOHN M. CROTTY**  
ATTORNEY AT LAW

13 FOREST ROAD  
DELMAR, NY 12054  
(518) 439-1805  
e-mail JMCROTTY1@aol.com

1 SPRING SQ. BUSINESS PARK  
NEWBURGH, NEW YORK 12550  
(845) 566-4066 FAX 566-9416

October 3, 2002



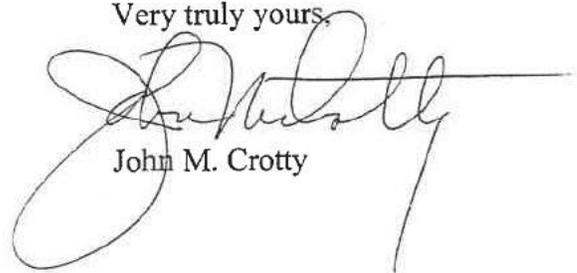
Re: Village of Saranac Lake and Saranac Lake Police Benevolent Association  
Disciplinary Charges Against Peter Gladd

Dear 

Enclosed is the Answer to the disciplinary charges filed on behalf of Peter Gladd who has elected to have the charges processed under the grievance and arbitration provisions of the collective bargaining agreement.

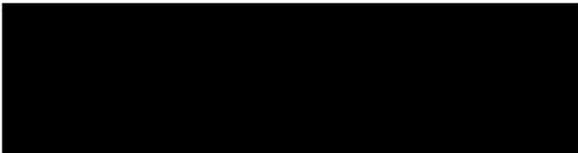
Please contact me at your earliest convenience regarding this matter.

Very truly yours,



John M. Crotty

JMC/ae  
Enclosure

cc: 

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SARANAC LAKE POLICE DEPARTMENT MEMORANDUM

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TO: [REDACTED]  
FROM: [REDACTED]  
SUBJECT: MEMO REQUEST RE: PTL. GLADD  
DATE: 10/10/2002  
CC:

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On September 26, 2002 I was finishing up a mid-night shift and some paperwork as well. I was going over some things with [REDACTED] as to what went on the night before. [REDACTED] and Ptl. Gladd were standing over by the counter near the zerox machine, talking about some notes that they recovered off of [REDACTED] the night before. This was at approximately 7:02 AM. I then observed [REDACTED] come out of the backroom area and tell the patrolman to get out on the road and do the school zones. Both [REDACTED] and Gladd stood there for a few more minutes. Again [REDACTED] told them to get out on the road for the school zones; this was at approximately 7:08 AM. He also explained that the two of them should know that we are always out on the road at 7:00 AM for the school zones. Ptl. [REDACTED] that he had to finish up paper work from an arrest that occurred the night before, Sgt. [REDACTED] told him that he could stay inside and finish the paperwork, and Ptl. Gladd could do the school zones. I then heard Ptl. Gladd say to [REDACTED] "I do not feel well so I guess you will be doing them." and then Ptl. Gladd walked towards the locker room area. Sgt. [REDACTED] I believe followed him in the same direction. I did not see where the two of them went nor did I hear what was said. The next thing that happened was I observed Ptl. Gladd in civilian clothes leaving the station. I then left the station as well.

Respectfully,



Saranac Lake Police Department

**Memo**

September 26, 2002

[REDACTED]

Chief,

At shift change myself, Ptl. Gladd, [REDACTED] [REDACTED] were in the patrol area. At 7:00 AM I informed Ptl. Gladd that he would be doing school zones and [REDACTED] would be inside to complete paperwork from the previous night. At 7:05 AM Ptl. Gladd and [REDACTED] were reviewing copies of papers from the defendant from the previous night. I advised Ptl. Gladd that could wait (reviewing papers) and that school zones needed to be done now. At that point Ptl. Gladd said aloud, "I guess you will be doing them, I have a stomach flu." He then returned to his locker and started to change into his civilian clothes. I then went into the locker room to discuss with Ptl. Gladd what had taken place. I told him this is not the way to handle the situation. He told me he did not like being treated like a two year old. I told him that at the start of shifts I advise the patrols what they would be doing and that since the start of this school year we are to be out doing school zones immediately, by order of the Chief. He told me he knew what to do and that he has worked when the Chief has been on and the Chief has not said anything to him. He told me that school does not start until 8:00 AM. I explained that they arrive by 7:30 AM, I was referring to high school students. He also advised me that he had more managerial skills than I and he mentioned something about others getting training. I told him that those were other issues and nothing to do with what was at hand. He said things have come to the point that he has to drop to this level, but that is when things change. I told him numerous times that this is not the way to handle this. Ptl. Gladd then left the station. I returned to the patrol area, Ptl. [REDACTED] and [REDACTED] were there. The conversation with Ptl. Gladd was lengthy, in which Ptl. Gladd referred to numerous things wrong with the police department. During this event, Ptl. Gladd exhibited no prior indication of illness by either verbal or physical action. The only reference Ptl. Gladd made to being ill was, "This place makes me sick."

Respectfully,

[REDACTED]

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SARANAC LAKE POLICE DEPARTMENT MEMORANDUM

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TO: [REDACTED]  
FROM: [REDACTED]  
SUBJECT: MEMO REQUEST RE: PTL. GLADD  
DATE: 10/10/2002  
CC:

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On September 26, 2002, I arrived at the station at about 7:00AM. I had the Commercial Vehicle Enforcement seminar in Morrisonville. When I arrived, I was told to pick Ptl. Gay up at his mother-in-law's house on the way to Morrisonville. As I was getting ready to leave, I heard [REDACTED] tell the patrolmen that they needed to be out patrolling school zones. Ptl. Gladd was standing next to the counter that is attached to the wall where the plaques and certificates are. I cannot recall if there were other patrolmen standing near Ptl. Gladd, but no one moved from the station at that time. [REDACTED] then repeated the orders in a more stern voice. At that time, Ptl. Gladd did not respond, and I saw him go toward the locker rooms. I believe that [REDACTED] followed him, or at least headed in the same direction. At that time, I went outside to pick up the Lumina. The Lumina was not outside, so I went back into the station to ask [REDACTED] which vehicle to take to training. He told me that the Lumina was still at the village shop, where it had been serviced the day before. I offered to take my own vehicle to the village shop and get the Lumina; I would pick my car up on the way home. [REDACTED] told me that would be fine. When I went back out to the parking lot to get my vehicle, Ptl. Gladd had just started his truck in the parking lot. He drove quickly out of the parking lot, making a left onto Main St. I did not see Ptl. Gladd at any other time that day.

*Oly. Buis*

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SARANAC LAKE POLICE DEPARTMENT MEMORANDUM

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TO: [REDACTED]  
FROM: [REDACTED]  
SUBJECT: 9/26/2002  
DATE: 10/16/2002

*[Handwritten signature]*

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September 26, 2002 I reported to work at 7:00am for the first shift. Shortly after 7:00am Ptl Gladd and I were standing at the counter near the copier looking at some information that we had taken off a defendant the previous night during an arrest. At 7:10am, [REDACTED] told us that one of us to go out and patrol school zones, the other to do paperwork from last night's arrest. I believe I was staying in to do paperwork and Ptl Gladd was to do school zones. I remember the time was exactly 7:10am because I looked over my left shoulder at the clock above the Village map in the patrol area. At this time Ptl Gladd was standing to my left. Ptl Gladd and I continued to look at the paperwork for approximately 30 more seconds, clarifying some noted points of interest that we observed. [REDACTED] then came over to the area that we were standing and said in a stern manner words to the effect that, he said to do school zones, and what we were doing could wait until later. The duration of time between the first instruction and the second instruction was approximately 30 seconds, but in no way longer than 1 minute. Ptl Gladd then said something to the effect of, I am sick, looks like you will have to do it. He then went into the locker room, changed his clothes, and left the station.









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# Memorandum

Saranac Lake Police Department  
1 Main St.  
Saranac Lake, NY 12983

To: [Redacted]  
From: [Redacted]   
Date: February 11, 2008  
Re: Ptl. Gladd incident 02/09/2008

 Prior to the start of the winter carnival parade a briefing was given at the police department. All personnel were instructed to use inter agency frequency for communications. They were also instructed to contact me by cell phone if they were not able to reach me by radio.

Approximately fifteen minutes after the parade route was closed to traffic, I was contacted by Ptl. Gladd by radio. The first transmission he inquired about what frequency to reach me on, he sounded frustrated. I instructed him to use either 3 or 4, I was scanning. He then asked if there were barricades on Ampersand Ave as he was encountering traffic. I told him there were and to be patient as there was a patrol ensuring the barricades were in place. He contacted me again, sounding more frustrated, inquiring again about the barricades. I told him to lose the attitude and deal with it, referring to the situation involving the vehicles driving around the barricades. I was at River St. and Main St. assisting other officers with closing that intersection and directing traffic.

 [Redacted] returned to my location, he asked me if I heard Ptl. Gladd's last transmission. Sgt. [Redacted] told Ptl. Gladd's response was an inappropriate. I had not heard the transmission until 02/10/2008.

Around 2300 Hrs I was at the station with [Redacted] assisting with the processing of three arrests. Ptl. Gladd returned to the station and walked to the back toward the locker room. Upon completing fingerprinting an arrestee, I walked to the locker room. Ptl. Gladd was at his locker, his gun was out of the holster and he was in the process of removing his duty belt. I asked him what the traffic was like downtown. He told me he had not gone through town on the way back from the stationary detail. I told him we may need more bodies, depending upon what it looked like downtown. He stared at me without saying anything. I asked him "What?" I do not remember verbatim or exact sequence of discussion, but this is a summary what followed. He said something to the affect of because of my unprofessional comments on the radio earlier, that a sergeant from Malone had left. I told him that I planned to discuss that with him the next day. He wanted to know who the fuck I thought I was, I could not talk to him that way. I told him that this was not the time to discuss this and that I was not going to argue with him. He referred to me as [Redacted] and asked if I wanted to come into the bathroom, close the door and settle it like men, then gestured with his hands as if he was inviting me to engage him. I told him that was enough and that at this time he was done for the evening and that he had to leave. He told me that in that case he would be staying. I pointed to him and told him he was becoming insubordinate and that I was not going to continue an further discussion, he was to leave. I returned to the patrol area. A few minutes later Ptl. Gladd came out of the back and had his duty belt on with his gun in the holster. He was















5.1 General Duties

A member of the Force will be responsible at all times for prevention of crime, enforcement of all laws and ordinances, preservation of public peace, protection of life and property, arrest and apprehension of law violators and professional adherence to Department Rules and Regulations.

5.2 Specific Duties

a member of the Force will:

- 5.2 .1 Know and conform to department Rules and Regulations, orders and operating procedures;
- .2 obey all lawful orders;
- .3 be in attendance for those hours specifically assigned and will be considered on duty at all times for the purpose of rendering emergency police services;
- .4 when in uniform maintain a professional bearing and render professional courtesy to superior officers;
- .5 a member shall treat superior officers, subordinates and associates with respect; they shall be courteous and civil at all times in their relationship with one another; when on duty, and particularly in the presence of other members, employees or the public, officers will be referred to by rank;
- .6 identify self by name, rank and shield number when so requested;
- .7 have a residence as provided in the laws of the Village of Saranac Lake;
- .8 report immediately any incapacity or inability to perform Department duties in the manner prescribed by the Rules and Regulations;

ARTICLE X

RULES OF CONDUCT

- 10.1 A member of the Department shall not violate either by commission or omission any of the following rules of conduct:
- 10.1 .1 Behavior which brings discredit upon the department.
  - .2 failure to perform a duty.
  - .3 disobedience of an order.
  - .4 insubordination or disrespect toward a superior officer.
  - .5 lounging or sleeping on duty.
  - .6 being absent from duty without proper authorization.
  - .7 inattention to duty.
  - .8 leaving duty assignment without being properly relieved or without proper authorization.
  - .9 incompetency or inefficiency in performance of duty.
  - .10 entering any tavern, liquor store or bar in uniform or any part thereof except when it is necessary for inspection or for immediate performance of a police duty.
  - .11 drinking alcoholic beverages while on duty. Members in plain clothes may drink alcoholic beverages while on duty only when necessary to accomplish a police purpose while acting under specific orders of a superior officer.
  - .12 drinking alcoholic beverages while in uniform or any part thereof whether on or off duty.

