



July 7, 2017

Gary Eugene
10264 Vestal Manor
Coral Springs, FL 33071

Sent via Certified Mail and Picture Mail

RE: Termination of Employment

Dear Chief Eugene:

For the reasons set forth below, and for many other issues which you and I have discussed on numerous occasions, I hereby terminate your City employment effective at 5:00 p.m. today.

My decision to terminate your employment is based on, among other things, the following:

- During the course of the investigation into the officer involved shooting of Kinsey, you made conflicting statements in your sworn testimony.
- You had inappropriate contact and communication with Commander Hollant after the initiation of the foregoing Internal Affairs investigation, during which you inappropriately reassured Hollant that there would not be an investigation into his conduct.
- Poor communication and decision making as exhibited by you appointing a second and third Assistant Chief where one Assistant is the appropriate staffing level. Furthermore you did not communicate your decision to me regarding your poor staffing decisions prior to making them.
- Failure to implement policies and procedures with regards to the police witness process even after we had discussed the need for them.
- Incompetence and insubordination as evidenced by your own admission to me that you made promotions based not on merit but on what you perceived as a means to curry political favor with outside influences.
- The complete loss of management control over the police department as evidenced by communications from a large majority of your command staff to me.

Please ensure that all equipment and uniforms are returned in order to receive your final paycheck.

Sincerely,

Larry M. Spring, Jr., City Manager

CC: Jeff P.H. Cazeau, City Attorney
Joseph Roglieri, Jr., Personnel Administration Director
Ricardo Castillo, IT Director