PINELLAS COUNTY SHERIFF'S OFFICE
PROFESSIONAL STANDARDS DIVISION
INTER-OFFICE MEMORANDUM

DATE: **NOVEMBER 2, 2026**

TO: **DISTRIBUTION**

FROM: **CAPTAIN ROBERT OSTERLAND** RO
Professional Standards Division

SUBJECT: **AI 26-022 SHERIFF'S FINDING**

On November 2, 2026, at 0935 hours, Sergeant David Sivik, #57517, was terminated per Sheriff Gualtieri as a result of AI 26-022.

DISTRIBUTION:

Sheriff Bob Gualtieri
Chief Deputy Dave Danzig
Assistant Chief Deputy Paul Carey
Assistant Chief Deputy Dennis Komar
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Shannon Lockheart, General Counsel
Payroll
Purchasing-Uniform Supply

RO/blb

PINELLAS COUNTY SHERIFF'S OFFICE
OFFICE OF THE SHERIFF
INTER-OFFICE MEMORANDUM

DATE: **NOVEMBER 2, 2026**

TO: **SERGEANT DAVID SIVIK, #57517**

FROM: **SHERIFF BOB GUALTIERI**

SUBJECT: **CHARGES RE: AI 26-022**

An investigation has been conducted by the Administrative Investigations Section, Professional Standards Division, of the Pinellas County Sheriff's Office. As a result of this investigation, the Administrative Review Board has determined you committed the following violation:

On, but not limited to, August 6, 2026, while on duty in Pinellas County, Florida, you violated the Pinellas County Sheriff's Civil Service Act Laws of Florida, 89-404 as amended by Laws of Florida 08-285, Section 6, Subsection 4, by violating the provisions of law or the rules, regulations, and operating procedures of the Office of the Sheriff.

1. You violated Pinellas County Sheriff's Office General Order 3-1.1, Rule and Regulation 5.16, Sexual Harassment and Discrimination.

   Synopsis: Between approximately January and August 2026, while assigned as a sergeant in the Department of Detention and Corrections, you repeatedly engaged in unsolicited and unwelcome physical contact with female agency members, including those under your supervision. Your unwanted touching of female agency members had sexual overtones. Your misconduct included touching female members' arms, shoulders, hair, and duty equipment without permission or a legitimate operational purpose. As more fully set forth below, this is the third time you have been subject to agency action for your inappropriate actions involving female agency members.

   As a sergeant assigned to the Department of Detention and Corrections, you were responsible for supervising subordinate personnel, providing direction, monitoring their performance and conduct, and taking appropriate corrective action when necessary, as established by SOP DET 01-02, Supervisory Staff. Your position required you to maintain professional relationships with members under your supervision and uphold the agency's standards of conduct. Instead, you repeatedly engaged in unsolicited and unwelcome physical contact that had sexual overtones with agency members, including those subject to your supervisory authority.

   During the first half of 2026, you engaged in repeated inappropriate physical interactions with a female deputy whom you periodically supervised. The deputy reported that you

frequently touched or poked her arms and shoulders, grabbed or squeezed her hair while it was arranged in a bun, and initiated other unnecessary physical contact during routine workplace interactions. These touches all had sexual overtones. The deputy described repeated incidents of unwanted physical contact over several months, including touching her arms, shoulders, hair, and hair clip. She reported that your physical contact with her continued despite her repeated objections and that she became increasingly uncomfortable with your unwelcome actions.

During an incident in the 2F control room, you touched the deputy's hair clip without permission. She objected and directed you not to touch her hair. During another incident in the Upper G control room, the deputy reported that you again touched her back or shoulder and grabbed her hair, prompting her to angrily direct you to stop touching her. Another deputy independently observed you touching her shoulder or back during other workplace interactions.

During a separate incident at read-off, the deputy reported that you touched or activated her wristwatch while she was signing an attendance roster, despite her previous objections to unwanted physical contact. She described your repeated interactions as overly familiar and occasionally flirtatious and believed you were testing her personal boundaries. The deputy reported feeling uncomfortable, singled out, and reluctant to be alone with you. She sometimes arranged for coworkers to remain nearby when you entered her assigned work area because she was concerned that you would again touch her inappropriately.

During her sworn interview, the deputy described you as "a little creepy" and "overly friendly" and stated that she believed you were sometimes flirtatious. She reported that your repeated physical contact made her increasingly uncomfortable and that she felt singled out by your behavior. During her sworn interview, the deputy further characterized the unwanted touching as making her feel "super uncomfortable" and stated that she felt as though she was "being violated."

In approximately July 2026, you approached a female civilian member from behind while she was seated at a computer workstation in the 4F control room and placed your hands on her shoulders without her permission. The member described you squeezing her shoulders, causing her to move forward to create distance.

During another encounter involving the same civilian member, you approached her from behind and placed both hands over her ears while other members were conversing. The member described your palms pressing against the sides of her head for several seconds, with your fingers extending into her hair. Another deputy independently witnessed you cover her ears.

The civilian member described your physical contact as unwanted, uncomfortable, and inappropriate. Your actions had sexual overtones. The female member also reported that you remained in her assigned control room for extended periods, and coworkers occasionally took it upon themselves to remain nearby when you were present because they had observed your misconduct toward her.

During her sworn interview, the civilian member, like the female deputy, described you as "a little creepy" and stated that your behavior gave her "weird vibes." She characterized your physical contact as unwanted and inappropriate and expressed discomfort with being alone with you in the control room.

During her sworn interview, a corporal described your behavior as giving her "ick vibes." She further testified that other agency members had characterized you as "creepy" and that she had heard you referred to by the nickname "Creepy Siv." The corporal's testimony documented her personal impressions and her awareness of workplace comments concerning your behavior.

On August 6, 2026, supervision was made aware of concerns regarding your physical contact with the civilian member. Your lieutenant subsequently addressed the matter with you and directed you to discontinue physical contact with all members.

Despite that direction, on August 20, 2026, you approached another female deputy while she was inventorying inmate property in the 3F control room and removed a flashlight from its holster on her duty belt without permission. You subsequently returned the flashlight to her holster. During the same encounter, you grasped the deputy's arm near her wrist and rotated it while examining her skin. The physical contact was unsolicited and unrelated to your supervisory responsibilities. Other deputies present witnessed significant portions of the incident. The affected deputy described the interaction as strange and uncomfortable.

On August 24, 2026, your supervisor again addressed concerns involving your physical interactions with members and directed you to keep your hands to yourself.

On August 25, 2026, one day after your lieutenant counseled you and directed you to keep your hands to yourself, you initiated a side hug with a female medical staff member and said, "Don't report me." Another deputy witnessed the interaction. Although the member described the hug as customary and welcome, you made the reporting-related remark the day after you received specific corrective direction not to have physical contact with agency members.

The investigation established that your misconduct adversely affected members you supervised. The deputy and civilian member described unwanted physical contact with sexual overtones that caused them discomfort and made them reluctant to be alone with you. The deputy further reported anxiety, embarrassment, and stress associated with your repeated inappropriate touching. Your misconduct is heightened because of your supervisory authority over the affected members.

During your Administrative Interview, you admitted touching the first deputy's hair clip and acknowledged that she directed you not to touch her hair. You also acknowledged possible additional contact with her arm or shoulders. You admitted touching the civilian member's shoulders, removing the second deputy's flashlight from her duty belt, and

grasping and rotating her arm without permission. These actions were unrelated to any legitimate operational necessity.

During the Administrative Review Board, you acknowledged making physical contact with the sides of the civilian member's head during the ear-covering incident. You also acknowledged that you might have touched the first deputy's wristwatch during the reported read-off interaction.

In July 2021, your supervisors addressed concerns regarding your inappropriate personal interactions with a female deputy. On July 29, 2021, during a meeting with two lieutenants, you admitted communicating with the deputy through Facebook Messenger while on duty about personal matters unrelated to your supervisory responsibilities. You further acknowledged expressing a personal interest in the deputy, including telling her that you "wished things could be different." As a result of this misconduct, you received a Requires Improvement (RI) under the Loyalty and Character performance measure on August 8, 2021.

Later that year, a separate female agency member reported that you engaged in inappropriate personal communications and repeatedly initiated unwanted physical contact, including hugging her and grabbing her around the waist while at work. An administrative referral resulted in a substantiated violation of Rule and Regulation 3.5, Conduct Toward Superior and Subordinate Officers/Associates, for which you received a written reprimand on October 29, 2021. During the October 30, 2026, Administrative Review Board, you acknowledged the previous disciplinary action and confirmed that you had been directed to discontinue the behavior and ensure it did not happen again.

Nevertheless, during 2026, you engaged in additional unwelcome physical contact with agency members. This misconduct continued after your initial supervisory counseling on August 6, 2026, including the August 20, 2026, incident involving a female deputy, and resulted in further corrective direction on August 24, 2026.

You acknowledged that your actions made female members uncomfortable and were inconsistent with your responsibilities as a supervisor. After reviewing the definition of sexual harassment contained in General Order 03-04, you expressly admitted that your conduct constituted sexual harassment under agency policy.

You admitted, and the Administrative Review Board determined, that you committed the violation.

Your repeated unsolicited and unwelcome physical contact with agency members, including members under your supervisory authority, violated General Order 3-1.1, Rule and Regulation 5.16, Sexual Harassment and Discrimination, as defined by General Order 03-04. The affected members' statements, corroborating witness testimony, your admissions, and the established pattern of inappropriate physical contact support the violation. Your previous disciplinary action and subsequent supervisory counseling

establish that you received prior corrective direction regarding inappropriate workplace interactions.

Disciplinary Points and Recommended Discipline Range:

You were found to be in violation of one (1) Level Five Rule and Regulation violation totaling fifty (50) points. These points, which were affected by no modified points from previous discipline, resulted in fifty (50) progressive discipline points. At this point level, the recommended discipline range is from a forty (40) hour Suspension to termination.

Disciplinary action shall be consistent with progressive discipline, for cause, in accordance with the provisions of the Pinellas County Civil Service Act.

CAPTAIN ROBERT OSTERLAND
PROFESSIONAL STANDARDS DIVISION
FOR BOB GUALTIERI, SHERIFF

I have received a copy:

Date 11/2/2026

Time 0935

Member's Signature

BG:TCB