



MEMORANDUM

To: Chief of Police, Chris Freis
From: Lieutenant, Brian Pietsch
Date: March 18th, 2025
Subject: Allen Schieck Formal Investigation IA-2025-001

ALLEGED VIOLATION(s)

On 12/30/2024 Lewisville PD IA Detective, Billy Wilson sent Lt Pietsch an email asking if the Addison Police Department had an Officer Schieck. Through further conversation, it was determined Lewisville Police was sent an Internal Affairs complaint from Dallas Police Internal Affairs regarding two road rage incidents that occurred off-duty (9/18/2024 and 11/13/2024), between Ofc Schieck and complainant, Laciaa Archer.

The complaint is extensive and will be summarized to the following highlights:

- On the first incident, Schieck was "lane splitting" on his personally owned vehicle (motorcycle) while off-duty during his commute home.
- Also from the first incident, Schieck had shouted at Archer, utilizing racist, sexist and offensive language and had identified himself to her as a police officer during that interaction.
- In the second incident, Schieck again confronted Archer, shouting and throwing down his motorcycle helmet which landed against Archer's vehicle.
- Schieck was one of the involved parties in a 911 emergency call on or about 11/13/2024 which resulted in contact by another law enforcement agency and failed to report this through his chain of command.

POTENTIAL POLICY VIOLATION(s)

Texas Transportation Code Section 545.060

(a) An operator on a roadway divided into two or more clearly marked lanes for traffic:
(1) shall drive as nearly as practical entirely within a single lane

Addison PD Policy

320.5.1 LAWS, RULES AND ORDERS

(c) Violation of federal, state, local or administrative laws, rules or regulations.

320.5.2 ETHICS



(a) Using or disclosing one's status as a member of the Addison Police Department in any way that could reasonably be perceived as an attempt to gain influence or authority for non-department business or activity.

320.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM

Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

320.5.8 PERFORMANCE

(i) Any act on- or off-duty that brings discredit to this department.

320.5.9 CONDUCT

(a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.

(f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the City.

(h) Criminal, dishonest or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

(m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

1030.4 PROHIBITED SPEECH, EXPRESSION AND CONDUCT

(e) Speech or expression that is contrary to the canons of the Law Enforcement Code of Ethics as adopted by the Department.

INTERVIEW/STATEMENTS(S)

Laciana Archer Statements

Archer provided the investigator with numerous statements and complaint emails from her reports with Dallas, Lewisville and ultimately Addison Police Departments. In addition, she also provided the investigator with a video from the second incident, recording Officer Schieck on his commute home from work.

Without retyping each individual statement from Archer's submitted complaints, the following is a summary of her recollections from the incidents on September 18th and November 13th 2024 with Officer Schieck. This summary is a composition of her written statements from Lewisville and Addison Police Departments as they have minor differences that "leave out or



add in” small details. As witnesses will often remember additional items in their recollection of an event later on, it is in the best interest of this investigation that all relevant details submitted be included from each statement.

September 18th, 2024 “First Incident”

Archer was commuting home traveling northbound Addison Road when she first observed Schieck’s motorcycle turn out into traffic and she believes he nearly caused an accident as he was traveling slower than the vehicles he turned in front of. Archer went around him and continued towards Trinity Mills to turn westbound.

Archer and Schieck proceed north up Trinity Mills and Voss Rd in Dallas and they are each traveling in the same direction as the roadway splits going northbound, from an extra wide single lane into a double lane roadway. The road width does not change but striping appears around Voss and High Star Lane prior to a school zone starting. She complains Schieck is “straddling both lanes, riding up the middle of both.”

She also states Schieck is traveling 10 under the speed limit, however at this time it’s traditionally rush hour traffic in Dallas and Archer is describing congested roadways: Archer “attempted to get to the right lane, [Schieck] moved over to that lane, [Archer] then attempted to get into the left lane, [Schieck] moved over to that lane – still traveling over 10 miles under the speed limit – at this point he is impeding traffic.” Archer says after the stop sign, she proceeded around Schieck (Voss/Briargrove Ln is the next stop sign on this path where the roadway had split approx. 77 meters prior).

When Schieck and Archer arrive at the Frankford and Voss intersection waiting on the red light, vehicles were stacked in both lanes with Archer on the right and she observes Schieck attempt to split between the two lanes but is unable to complete the maneuver due to the vehicles being too close – forcing Schieck to wait behind Archer in traffic. Archer claims she saw Schieck take photos of her license plate so she grabbed her own phone.

Archer explains, Schieck had dismounted his bike and had approached her vehicle in traffic to contact her at the driver’s window. Archer said Schieck was ranting and raving about how [Archer] can’t drive. She described Schieck in that moment as cursing and yelling – she responded Schieck needed to get away from her car. Schieck screamed at Archer, “You can’t fucking drive! Learn how to fucking drive with your stupid ass!”

Schieck continued on in this way against Archer and she told him to, “get the hell away from her and her car.” Archer observed Schieck then reach in his jacket and presented a badge, still yelling and cursing at her, shouting “I’m a off-duty police officer and I’ll do what the fuck I want to do.” Archer asked if Schieck was a real police officer in plain clothes and if he was not citing her he should not be approaching her personal vehicle or yelling at her.

During this exchange, Archer told Schieck, “This is your fault in the first place as you have been ignoring traffic laws since we were riding down Addison Road and you turned in front of oncoming traffic, then back there you were riding up the middle of a two lane street, taking up both lanes so you might want to learn to drive and get the hell away from me and my car.” She also says Schieck was irate at this point, shouting “Fuck you! You bitch fuck you black bitch.”

Archer writes that Schieck then began yelling calling her a ‘bitch’ as he walked away. Archer exited her own vehicle to get Schieck’s license plate photographed with her phone and advised him she was calling the police. Archer asked Schieck to show his badge again and he refused. While taking pictures, Archer noticed the emblem on his jacket reading “IRON CIRCLE



TEXAS” – at which point she says Schieck began cursing at her again to “Get the fuck back in the car.” Archer refused and told him once more she was calling the Police to report his behavior and wanted his badge number.

At this time Archer explains Schieck was fleeing the area, turning right down Frankford Road.

Dallas Police pulled the registration from a picture Archer submitted to their Internal Affairs and the vehicle is registered to Allen Schieck, 2015 Harley Davidson [REDACTED].

Dallas Police Department Internal Affairs had Schieck’s name on the vehicle return, but did not appear to have checked his name against the Texas Commission on Law Enforcement license check database to determine his employing agency. On October 18th, DPD IA Major Anthony Greer sent a letter to Archer stating her September 20th complaint was received but they needed more specific information about the officer that might assist in identifying who would later be identified as Allen Schieck.

DPD IA directed Archer to gather her own information about the officer and forward it to them for further investigation. As a result, this incident went unreported to Addison Police Department until Archer and Schieck encountered each other again on November 13th.

November 13th, 2024 “Second Incident”

Investigator’s Note: On this incident, Archer follows Schieck nearly to his residence before he stops and they both call 911 for Lewisville PD. In the previous incident she drove a Ford Mustang and is newly driving a Cadillac. Archer partially records the drive by camera phone as she follows Schieck for several minutes.

Archer begins her statement by establishing she stayed with Schieck on his commute home when he approached Archer’s vehicle and began aggressively yelling, ‘do you live in this neighborhood?’ Archer says Schieck identified himself as an off-duty Lewisville Police Officer on this incident. Both parties called 911 at this point and waited on the phone with dispatch (911 call recording included with this investigation).

She goes on to explain she wants a record of the incident to investigate Schieck’s, “repulsive racist, sexist, unhinged behavior that he egregiously displayed when he harassed and assaulted me on this day.” Archer’s complaint elaborates greatly about how upset she is during this incident, ultimately, she meets with two responding Lewisville PD officers and deescalate the interaction between Archer and Schieck. Archer’s complaint continues to elaborate about how upset she is, but mentions she observed Schieck to be wearing an “Iron Circle Texas Motorcycle Club” article of clothing along with his license plate, confirming his identity for this incident.

During the second incident Archer also makes the complaint, “Today, he also hit my car with his motorcycle helmet, this too was reported during the call.”

Archer then provides specific information about the Lewisville PD response, their complaint ID 2400-91669 entered by Officer Merchant #763. The statement is lengthy, and the investigator has omitted parts of Archer’s complaint which are immaterial to the facts of this investigation.

Regarding Archer’s comment of being ‘assaulted’, this was not presented to Lewisville PD officers who were on-scene. Archer’s statement earlier references, she does not open her window for Schieck or leave her vehicle for him to have had an opportunity to perpetrate an assault. Upon interviewing Schieck, he stated he did not physically contact or threaten Archer, so



it is contextually interpreted Archer in this comment is referring to 'verbally assaulted' as a physical assault does not appear to have been possible.

Allen Schieck Affidavit and Follow-Up Questions

Schieck provided the investigator a written statement on January 16th 2025, the following of which is summarized.

September 18th, 2024 "First Incident"

On September 18th 2024 after work, Schieck was travelling northbound Voss in Dallas after turning off Trinity Mills, travelling 30-35mph in what he believes is a 30mph zone. After passing the first side street, to his right a White Ford Mustang sped past him on his left, close enough he "could have reached out and touched the vehicle, which scared him causing him to jerk to his motorcycle to the right."

Schieck also describes Voss as transitioning from a single lane to a double lane roadway around 25 yards prior to a stop sign, preceding a School Zone. He observed Archer's Mustang roll the stop sign and when approaching the red light at Frankford he was directly behind Archer.

Schieck says he, "threw up his hands" and his statement reads "inside my full-face helmet, [said] something to the effect of 'what the fuck is your problem'." Schieck then observed Archer, "throw a finger in the air" and saw the driver door crack open. Schieck was concerned he "could easily be knocked over if he put his kickstand down" and made the decision to dismount his motorcycle in traffic, during the red light.

He made the decision to approach Archer's vehicle and "informed her she could've easily killed me and told her to stop driving like an asshole. I informed her she'd nearly knocked me off my bike then run the stop sign by the school."

Archer responded something to the effect of, "so what the fuck you know or who the fuck are you." At this point, Schieck informed Archer he was an off-duty officer and again stated she should stop driving like an asshole.

Schieck believes he saw Archer holding her phone recording, however from Archer's statement and the investigator's correspondence with Archer it does not appear there was any video taken in that moment to corroborate these statements from either of them. He explained that as he started to walk away, he heard Archer tell him something about recording and he responded, "that doesn't mean you can act like a bitch or drive like an asshole." Schieck disengaged from this interaction and got back on his motorcycle as the light cycled green. As he did this, Archer exited her own vehicle and followed him. He told her, "get back in your car and go, the light is green."

Archer leaned back against her trunk, still recording Schieck believes, and told him, "you can't tell me what to do." As other vehicles became impatient and started honking, Schieck drove around Archer's vehicle still sitting in traffic. He turned down a side street to regain composure as he observed her drive towards the Dallas North Tollway.

The following day Schieck notified his supervisor, Sgt. Utley, of the incident.

November 13th, 2024 "Second Incident"

On November 13th Schieck was again at the Voss red light located at Frankford Road when he observed a White Cadillac driven by Archer, go straight from the left turn-only lane. Because this regularly happens at that intersection he did not think anything of that behavior. He



turned onto Midway going north and again observed Archer's vehicle staying with him, "extremely close."

Schieck changed lanes and at that time Archer changed with him to stay behind and when he went through George Bush, observed the vehicle again shadow his movements which made him curious/concerned he was being followed. Schieck made some dramatic lane changes going from far left to far right lanes and as he approached the yellow light at Plano Parkway, he sped up to approximately 50-55 mph and observed the vehicle speed up to make the intersection as well. Driving in this manner continues until the city of Lewisville where Schieck begins looking for an area to double back to prevent leading Archer to his residence.

As Schieck turns onto Eastland he proceeded several feet then stopped, looked over his shoulder and the Cadillac had done the same. He could not identify the driver due to window tint so he removed his helmet, hanging it on his bike to call 911.

Schieck told Lewisville Police Dispatch he was an off-duty officer and had been followed from Dallas. Lewisville PD arrived to deescalate the incident. Schieck's helmet fell during the investigation and rolled into the Cadillac leaving no damage.

The following morning Schieck informed Sgt. Utley of another incident while in the locker room, along with his shift mates. Others mentioned they "would have done the same without mentioning being an off-duty officer."

Following the submitted statement by Schieck, the investigator requested Schieck respond to several follow-up questions on February 26th. Schieck responded by email on the evening of February 28th, as follows:

- 1. During the September 18th and November 13th 2024 incidents with Laciana Archer, did you ever utilize any discriminatory language during the incident (related to race or gender)? If so, please elaborate specifically what was said and in what context.**

During the September 18th nor the November 13th incidents did I ever use any discriminatory language aimed at race or gender. I did use the term bitch but it was not used/made in a gender statement.

- 2. During the incident, did you ever physically make contact with Laciana Archer or threaten her with physical force at any time? If so, please describe.**

During neither incident did I make physical contact nor did I threaten any physical force/contact with Archer.

- 3. Following each incident, you wrote in your statement you notified your supervisor, Sergeant Utley about both instances. Describing each incident individually, what did you specifically tell Utley had happened when you made your supervisor aware?**

The morning after the September 18th incident I informed Sgt Utley of the incident. I don't recall exactly what was said at this point but I stated something about the female nearly knocking me off my motorcycle. I recall telling him she was acting like a bitch and I told her she was driving like an asshole. He said he would deal with the complaint when it was made.

- 4. What was Sergeant Utley's response when you told him about each incident?**



On the November 13th incident I immediately informed Sgt Utley the next morning and stated the female from the previous incident had followed me home. I recall informing him that I did not know it was her and was alarmed after I was unsuccessful at evading the vehicle. I informed him I did contact Lewisville PD who responded and let me know it was the female from the previous incident. I don't recall his exact response but it was along the lines of we would wait until there was an official complaint and go from there.

5. When you told Archer you were a police officer during the first incident, what was your intention at the time of alerting her to your profession?

I informed Archer I was an off-duty Officer after she asked who I was to know how to tell her how to drive. I informed her in hopes that I wasn't some "Joe Blow" who knew nothing and would realize that she had been reckless and would change her driving habits.

6. While traveling northbound on Voss Road, before the school zone stop sign the intersection of Voss/High Star splits from a single lane to a double lane roadway. Approximately how far did you travel before shifting into one of the two lanes?

I always immediately pull into the right lane as soon as I reach the 2-lane divide. I do this because it remains 2 lanes all the way to Frankford Rd where I go straight and must be in the right lane to proceed straight.

Cole Utley Interview 3/5/2025

The investigator provided Sgt. Cole Utley, Schieck's direct supervisor, with a high-level overview of both incidents from this investigation to clarify the subject of the conversation.

1. Did Schieck tell you about the road rage incident on September 18th?

Yes, but not very much detail.

2. What did he say?

I got in a road rage incident and it was basically a screaming match. I can't tell you exactly what he said because it was a long time ago, but they exchanged words. I can't remember if he said he was Police.

3. What time was this conversation?

Five in the morning-ish.

4. What did you do about it?

Nothing, 'let me know if something else develops.' This is just a road rage incident that any person could get into, a car almost hit [Schieck] while riding [his] motorcycle, they pulled over and got in a screaming match then they both left.

5. Did Schieck tell you about the road rage incident on November 13th?

He did, but what he said was that he saw the lady again, Keller Springs up north, Addison Road? She was recording him, following him home.



6. Were you aware Lewisville Police responded?

[Utley was not aware Lewisville PD has responded.] I don't believe he told me the cops were called. "I would have sent it up my chain of command if the cops were called, I'm positive, 9 out of 10 confident." Other incidents like this in the past where cops were called, I've told my Lieutenant previously.

7. What did he say?

He saw her in the car, she was following him. That's about all I remember, it was nothing to report up, just a crazy lady following him. He said he lost her because he didn't go home, [Schieck] went the long way or a different way and lost her.

8. What did you do about it?

Nothing, because it sounded like nothing needed to be addressed. "Let me know if anything else happens" Utley told him.

9. Upon hearing this was likely the second incident of road rage off-duty and it was likely an ongoing concern, why did you not forward this along your chain of command?

I just didn't think there was any policy violations or anything - is what Schieck made it sound like. He made it sound like a road rage incident that a civilian would have gotten into.

10. Do you believe that was the right course of action?

Yes. [Schieck] told the whole shift, he made it sound like a normal road rage incident. (Utley struggled to describe how he perceived Schiecks' story)

Investigator: Made it sound benign?

Yes! Right after that [Schieck] had his "blocking the roadway incident" where he blocked the roadway to his motorcycle homeboys and put it on social media. That's what [Utley] thought needed to be reported. Nothing came from that. Verbal coaching was issued.

At the end of the interview, Sgt Utley told the investigator "You told me more than I was even aware of [from Schieck's explanation]." This is concerning Utley was not aware of even the basic facts of the incident from Schieck and appears a lot of important details had been left out by Schieck when Utley made his decision not to forward these incidents up his chain of command. It is also apparent Utley knows when it is appropriate to report concerns from historically reporting things in the past, and this incident was not appropriately and completely explained to him by Schieck.

Timeline

For transparency, because this investigation was referred through several agencies and there were multiple incidents causing a significant time delay, a brief timeline was generated to organize everything in this investigation for the reader.

09/18/2024 – 1st Incident in Dallas at Voss/Frankford



10/18/2024 – Letter from DPD IA to Laciana Archer stating the complaint submitted requires more specific, actionable information such as officer’s photo, badge number, case number, video of incident, witness information that would enable Dallas PD IA to investigate. DPD had the registered owner’s name at this time and did not bother checking Schieck’s name in TCLEDD’s to identify Schieck worked at Addison Police Department. (Had this one database been checked by DPD IA, this investigation would not have been delayed by 3 months)

11/13/2024 @ 17:34:13 – 2nd Incident in Lewisville, LPD Officer Merchant #763 handled the call. Archer followed Schieck home after coming across him during rush hour traffic. Archer and Schieck both called 911 which was recorded along with bodycam evidence submitted.

11/14/2024 – Laciana Archer emailed Dallas in frustration after the 2nd incident

12/22/2024 – Laciana Archer emailed Detective Billy Wilson with Lewisville Police Department for investigation

12/30/2024 – Det. Wilson reached out to Addison Police Department requesting if an Officer Allen Schieck worked at this agency

1/16/2025 – Addison Police Internal Affairs Investigation IA-2025-001 initiated

1/22/2025 – Lt. Pietsch Spoke to Dallas PD Internal Affairs Records Division and they confirmed there was no report generated for the first incident. Cited they were waiting on further information from Laciana Archer about a specific officer, case or service number, photo of the officer or any better information to proceed with. This concurs with Archer’s statements about DPD requesting she give them more information and why she followed Schieck in the second incident.

VIDEO REVIEW

Laciana Archer submitted cell phone video from 11/13/2024 at the start of the second incident. This video is only three minutes in length and shows her following Schieck home while she talks to herself in the approximate area of Windhaven and Midway Road. It depicts Schieck, his motorcycle and license plate. This video is otherwise unremarkable in content.

Review of the Axon Bodycam video of Lewisville PD, Officer Merchant, Archer describes her historical interactions with Schieck from the first incident. Both Lewisville officer’s body camera videos have been submitted with this investigation and relevant excerpts from the videos are organized as follows:

Officer Neal Merchant’s Bodycam Video:

17:49:58 (**Archer**) I’m on my way home from work, you’re hogging both lanes in a motorcycle, he got so infuriated, he got off his motorcycle, came up to my window, start bangin on my window, start yellin screamin at me, cursing me out – calling me bitches, hoes, niggers, fuck you – in the middle of traffic.



17:51:05 (**Ofc Merchant**) So you were telling me your story about this terrible stuff that happened. Basically a road rage kind of thing that involved dropping 'N-words and stuff'?

(**Archer**) Yes and I got a picture of his license plate at this time, and he was like "I'm a police officer"

...

(**Archer**) When he came up to my car, I was like, dude you're tripping. He started yelling about he's a police officer.

...

(**Archer**) So if you're a police officer there is no way you should be up at my car like this...Give me your name. *[Impersonating Schieck] Fuck you you bitch, you nigger, fuck you.*

17:54:55 (**Archer**) When I saw him today I said 'no way', I'm not gonna accost him, I'm not gonna do what he did to me and get out of my car yelling and screaming. But I am going to contact the authorities and see how we can get this handled. Because he's a police officer, he sees me behind him. When we got right here he [approached Archer's vehicle] and said 'do you live in this neighborhood?' I'm in my car I've got my windows up, I told [Schieck] call the police, I'm not going to interact with you.

Officer Jonathan Walterbach's Bodycam Video:

Schieck and Walterbach mainly engaged in small talk and only discussed the road rage incident a few minutes.

17:52:59 (**Schieck**) It was more than a month ago, somebody on Voss flew past me, nearly took me off my bike and I fuckin yelled at em' called em' a bitch but that was a beat up Ford Mustang.

17:57:22 (**Schieck**) She nearly took me off my bike and was speeding down Voss, 50 in probably a 30, then I come up behind her at the light. I throw up my hands and she flicks me off, fuckin got off my bike like 'what the fuck's your problem, what is wrong with you'

17:57:49 **Schieck Impersonating Archer** *Fuck you, you can't call me a fuckin bitch. Who the fuck are you, what the fuck do you know?*

17:57:50 (**Schieck**) I'm a fuckin cop and you just nearly killed me. The light turned green and I backed up, drove around her and left.

FINDINGS

The findings are organized by policy violation then narrative which will describe the behavior which violates each policy. Some sections may have multiple policies listed before a narrative that explains the behavioral violations.

Texas Transportation Code Section 545.060 – Not Sustained

- (a) *An operator on a roadway divided into two or more clearly marked lanes for traffic:*
 - (1) *shall drive as nearly as practical entirely within a single lane*



Addison Police Department Policy

320.5.1 LAWS, RULES AND ORDERS – Not Sustained

(c) Violation of federal, state, local or administrative laws, rules or regulations.

Archer's complaint describes Schieck as participating in the act of "lane splitting" while on his motorcycle. Voss Road is a single lane roadway that splits into a double around High Star Lane. While it is possible Schieck could have been "lane splitting", it is also equally likely he may have just failed to pick a lane quick enough for Archer's liking – if this behavior even occurred. For absence of evidence to support the complaint, this is not sustained.

The following policies all originate from the Addison Police Department Policy Manual:

320.5.2 ETHICS – Exonerated

(a) Using or disclosing one's status as a member of the Addison Police Department in any way that could reasonably be perceived as an attempt to gain influence or authority for non-department business or activity.

320.5.8 PERFORMANCE - Sustained

(i) Any act on- or off-duty that brings discredit to this department.

320.5.9 CONDUCT - Sustained

(f) Discourteous, disrespectful or discriminatory treatment of any member of the public or any member of this department or the City.

(h) Criminal, dishonest or disgraceful conduct, whether on- or off-duty, that adversely affects the member's relationship with this department.

(m) Any other on- or off-duty conduct which any member knows or reasonably should know is unbecoming a member of this department, is contrary to good order, efficiency or morale, or tends to reflect unfavorably upon this department or its members.

During the investigation, Schieck was asked about his intent when informing Archer that he was a police officer. He stated, "I informed her in hopes that I wasn't some 'Joe Blow' who knew nothing and would realize that she had been reckless and would change her driving habits." While Schieck asserts that his intent was to provide constructive feedback, when accounting for the other language he used, stating his profession has the appearance of simply trying to "one-up" Archer in a heated argument. It does not fit the spirit of Addison SOP 320.5.2 as he was not attempting to gain special treatment that would be construed as illegal or unethical, nor was he leveraging it as authority/influence to control Archer in that moment.

Elaborating on the language he used, Schieck told Archer to "stop driving like an asshole." He then followed up with, "I'm an off-duty officer, and [you] should stop driving like an asshole." He concluded the encounter by stating, "[It] doesn't mean you can act like a bitch or drive like an asshole." These statements were confirmed in Schieck's own affidavit.

Schieck knowingly escalated a road rage incident by dismounting his motorcycle and engaging another motorist in an active roadway during rush hour. His conscious decision to participate in the confrontation—including using profanity-laden language while identifying himself as a police officer—constitutes discourteous and unprofessional conduct.



By his own admission, Schieck described himself as having “lost his composure” during the incident. The investigator concurs with this assessment, concluding that his behavior was unbecoming of a police officer and brought discredit upon the department. An off-duty officer should not use their official position to assert authority in personal disputes, particularly in a manner that disrupts public order and reflects negatively on the agency.

320.5.9 CONDUCT - Sustained

(a) Failure of any member to promptly and fully report activities on his/her part or the part of any other member where such activities resulted in contact with any other law enforcement agency or that may result in criminal prosecution or discipline under this policy.

Schieck notified his supervisor, Sergeant Utley, about both incidents under investigation. However, while Schieck claims he informed Utley about the Lewisville Police Department’s response to the second incident, Utley’s reaction of surprise during the interview suggests that Schieck failed to fully disclose the extent of the incident. This omission appears to have misled his supervisor, influencing Utley’s assessment of the situation.

Utley, an experienced supervisor, stated that had he known police were involved, he would have escalated the matter through his chain of command, as he had done in similar past incidents. He expressed strong confidence in this, stating, “I would have sent it up my chain of command if the cops were called, I’m positive, 9 out of 10 confident.” However, when recounting what Schieck initially told him, Utley stated that Schieck claimed to have “lost” Lacia Archer by taking an alternate route home. Utley also said Schieck told him he had “pulled over” during this incident for the argument/road rage; when both parties involved have provided statements corroborating, they had a profanity laden argument in the middle of the roadway.

This version of events starkly contrasts with the reality—Archer followed Schieck to the point where Lewisville police had to intervene. The discrepancy raises concerns that Schieck intentionally omitted critical details, shaping the narrative in a way that discouraged Utley from recognizing the need for further reporting.

When asked why he did not escalate the matter up the chain of command, Utley explained that Schieck “made it sound like” no policy violations had occurred. This further supports the conclusion that Schieck underrepresented the seriousness of the incidents and omitted material facts, effectively steering his supervisor away from initiating the appropriate review process.

Based on these findings, the investigator concludes that Schieck’s failure to fully and accurately report his involvement in an incident requiring police intervention constitutes a violation of Policy 320.5.9(a).

320.5.3 DISCRIMINATION, OPPRESSION, OR FAVORITISM – Exonerated



Unless required by law or policy, discriminating against, oppressing, or providing favoritism to any person because of actual or perceived characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, economic status, cultural group, veteran status, marital status, and any other classification or status protected by law, or intentionally denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity, knowing the conduct is unlawful.

The investigation examined whether Officer Schieck's use of the term "bitch" during an off-duty road rage incident constituted a violation of this policy. While the term can be offensive and inflammatory, it is not universally recognized as a gender-based slur nor exclusively directed at women. Its broad usage to describe people and behaviors across different contexts complicates its classification as inherently discriminatory.

Additionally, this policy primarily governs discriminatory actions or behaviors in an official capacity, rather than offensive or profane language used in a personal dispute while off duty. There is no evidence to suggest that Schieck's comments denied, impeded, or unlawfully interfered with Archer's rights, privileges, or protections under the law.

The incident arose after a near-collision between Schieck and Archer while commuting home, leading to a heated verbal altercation. Both parties exchanged inappropriate language while stopped in traffic, causing a disruption that led surrounding motorists to honk in response. While Schieck's conduct may have been unprofessional and disorderly, it does not meet the threshold for a sustained violation under Policy 320.5.3, as there is insufficient evidence to establish that his language or actions were rooted in discriminatory intent or oppression based on Archer's protected characteristics.

Furthermore, Archer alleged that Schieck used a racial slur during the altercation. Schieck denies this allegation, and there is no independent corroboration to confirm its use. Given the conflicting statements and lack of definitive proof, this specific allegation is also not sustained.

While Schieck's behavior may reflect poorly on the department and raise concerns regarding professional conduct, the investigation does not find sufficient evidence to sustain a violation of Policy 320.5.3 as it relates to discrimination, oppression, or favoritism.

1030.4 PROHIBITED SPEECH, EXPRESSION AND CONDUCT – Exonerated

(e) Speech or expression that is contrary to the canons of the Law Enforcement Code of Ethics as adopted by the Department.

The investigation examined whether Officer Schieck's use of profanity during a road rage altercation violated this policy. While his conduct was unprofessional and not reflective of the department's values, the use of offensive language in a personal dispute does not inherently



violate Policy 1030.4. This policy is generally applied to speech or expression that is directly contrary to the ethical responsibilities of an officer, particularly in an official capacity.

Schieck referred to Archer as a “bitch” and an “asshole” during the argument while simultaneously identifying himself as a police officer. However, profanity in a heated exchange, even when inappropriate, is not uncommon in the broader public sphere. Regulating off-duty conversations of this nature would set a precedent that may not be practical or enforceable. While officers are expected to uphold professionalism at all times, this policy does not explicitly prohibit coarse language in personal disputes outside of duty-related interactions.

Additionally, there is no evidence that Schieck’s language or conduct during the argument was intended to assert police authority in a coercive manner. While identifying himself as a police officer during the altercation was ill-advised, there is insufficient evidence to conclude that his language or behavior constituted speech "contrary to the canons of the Law Enforcement Code of Ethics" in a manner that would warrant discipline under this policy.

Regarding Archer’s complaint that Schieck threw his helmet at her vehicle, this allegation is exonerated. Archer reported no damage to her car, and Schieck explained that his helmet accidentally fell from his motorcycle’s handlebar while speaking with Lewisville Police officers. There is no evidence to suggest this act was intentional or malicious.

DISCIPLINARY HISTORY

11/14/2024 – Verbal Coaching – At 4103 Belt Line Road Schieck responded to a domestic disturbance where boyfriend’s mother assaulted the girlfriend (Family Violence). Girlfriend requested to cancel the report however this is not department policy and a violation of Texas CCP 5.05 requiring a peace officer who investigates family violence “shall make a written report.”

24-A-001 – 10/10/2023 – Negligent Discharge Weapon – Written Reprimand; Removal from Patrol Rifle Program. Schieck was working on a loaded pistol in the locker room and fired a bullet into the floor.

23-S-017 – 7/14/2023 – Unprofessional Conduct – Written Coaching
Schieck brought a cat from home to the PD, storing it unattended in the Records Department for 16 hours and left a litterbox over the weekend to be disposed of by Records staff.

7/7/2023 – Verbal Coaching – During 2023 Quarterly inspection video review sampling, it was determined Schieck did not collect racial profiling information as required by CCP 2.131-2.138 and Addison SOP 167.08.

23-S-014 – 5/18/2023 – Professional Image – Written Coaching
Trivium Academy School reported incident where Schieck attended a school function with gun exposed but no badge or identification visible, which was inconsiderate and causing alarm for staff, parents and students.



22-A-018 – 9/9/2022 – Vehicle Operations – Written Reprimand

Schieck was complained on by TCA for speeding (63mph in school zone), driving on wrong side of roadway and running steady red light.

22-A-012 – 7/6/2022 – Meal Mark Outs – Written Coaching

Schieck marked out for 55 minute general patrol at a business then had coffee with coworkers instead.

2/9/2022 – Verbal Coaching – Supervisor noticed a trend of Schieck marking out unavailable at work for 20-30 minutes at the police station prior to his long break workout, forcing other officers to cover for him while he was unavailable. Schieck explained he liked to use the restroom for this 20-30 minutes prior to his workouts; he was told to discontinue this practice.

21-S-025 – 9/15/2021 – Lost Prisoner Wallet – Written Coaching

21-A-004 – 11/3/2020 – Pursuit/Vehicle Operation Violation – 1 Day Suspension (8 hours) –

Schieck was lead pursuit officer chasing a BMW suspect, during the pursuit he paralleled a suspect driving against the flow of traffic for an extended period of time from the correct side of the roadway.

11/18/2020 – Verbal Coaching – Schieck failed to record a call for service with a citizen. Citizen called to complain and supervisor discovered no video existed, it was determined this was not a mechanical failure of the body camera and was determined to be an individual failure to activate. Sgt Aller states, “due to surprise nature of citizen approaching and fact that recording prior was 20 minutes, there was no intent to hide.”

10/13/2020 – Verbal Coaching – Schieck was helping with removal of an intoxicated male who was under arrest and compliant but using profane language. The suspect pointed at Schieck and used profane language at him. Schieck “quickly closed the distance and began yelling at the suspect.” Sgt Helton doesn’t believe Schieck’s response was appropriate and could have escalated the incident.

20-S-007 – 11/15/2019 – Fleet Accident – Written Coaching/Defensive Driving

3/1/2019 – Verbal Coaching – Schieck failed to complete juvenile release paperwork for released juveniles in incident 19-787

19-S-007 – 11/28/2018 – Fleet Accident – Written Coaching

7/22/2018 – Verbal Coaching – While working security at Sherlock’s Bar, Schieck was involved in a Use of Force incident where he did not activate his body worn camera during the initial contact when would have been appropriate. 18-2708



18-S-013 – 1/26/2018 – Professionalism – UPR – Schieck did not utilize the department required seven-step violator contact method during his traffic contact, Addison SOP 417.01. He also received a complaint about usage of insolent language and engaged in argumentative discussion during the traffic stop, Addison SOP 203.01 – continuing to engage in debate discussion and failing to defuse the situation.

13-A-008 – 6/25/2013 – General Orders 335.01 – UPR (Purged due to age) GO 335.01 refers to usage of audio/video equipment during officer interactions with the public.

13-S-007 – 3/26/2013 – Failed to Clear Long Break from Patrol Vehicle - UPR

11-A-011 – 10/24/2011 – Failure to Maintain Control over Narcotics General Orders 503.01 – UPR

10-A-011 – 12/29/2010 – Rolled down rear window of squad car during traffic stop (resulting in prisoner escape) – Written Reprimand

10-A-003 – 6/26/2010 – Failure to Document Confiscation of Marijuana – UPR - **Investigator's note, this incident due to age has been purged. From what investigator recalls, Schieck was working an off-duty job and confiscated marijuana then dumped it out in a gutter/storm drain. When deputy from a neighboring agency (partner working with him) filed a police report to document the interaction, their supervisor contacted Addison PD requesting a copy of Addison's report – which is how Schieck's behavior was discovered in this incident.*

10-A-001 – 3/15/2010 – Unprofessional Conduct toward manager at Black Finn (Disposition Unknown)

Generally, non-disciplinary corrective actions such as written coachings (formerly UPRs) and below are not considered for disciplinary recommendations beyond a 12-month timeframe; in this case, however, the investigator felt it crucial to include Officer Schieck's full history (with some omissions due to age of the files) to gain a better understanding of the repeated and frequent policy violations, however minor, over the course of his career.

Respectfully submitted,

Lieutenant Brian D. Pietsch