



MEMORANDUM

To: Allen Schieck
From: Chris Freis, Chief of Police
Date: April 7, 2025
Subject: IA-2025-001

Description of Conduct and/or performance giving rise to the proposed discipline:

During an off-duty encounter, you displayed concerning behavior, which has led to my loss of confidence in your ability to represent the Addison Police Department effectively. During the incident, you escalated the confrontation by engaging the other motorist in the roadway, using profanity, and identifying yourself as a police officer in a manner that was unprofessional and unbecoming. Your actions reflect a sustained pattern of poor judgment and conduct that brings discredit to the department. As a police officer with your tenure, I expect more of you. There was no reason to engage in this behavior, and your actions only served to exacerbate the encounter. Outside of this incident, you have previously demonstrated poor judgment and an inability to de-escalate properly:

In 2018, you were involved in an incident where you used insolent language while engaging in an argumentative discussion during a traffic stop and failed to de-escalate properly.

In 2020, you were involved in an incident where you were yelling at an intoxicated suspect after he pointed his finger at you, an action that was inappropriate and could have escalated the incident.

In 2020, you were involved in an incident where you received a 1-day suspension for your decision to engage in reckless driving during the pursuit of a burglary suspect.

In 2021, you were involved in an incident where you lost a prisoner's property.

In 2022, you were involved in an incident where you drove 63mph in a school zone, on the wrong side of the road to catch up with a speeding motorist.

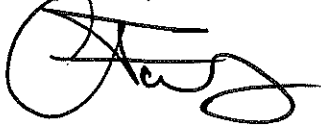
In 2023, you were involved in an incident where you attended a school function at Trivium Academy, where your child was enrolled, while wearing your firearm on your hip with no badge or identification visible, which alarmed staff, parents, and students.

In 2023, you brought your cat to the department and left it unattended in the Records division.

In 2023, you negligently discharged your weapon while in the locker room. This act also caused your removal from the rifle program.

In 2024, you failed to properly document an incident of family violence, as required by the Texas Code of Criminal Procedure.

Respectfully,

A handwritten signature in black ink, appearing to read "Chris Freis", written over a large, circular scribble.

Chris Freis