



MEMORANDUM

To: Allen Schieck
From: Chris Freis, Chief of Police
Date: April 8, 2025
Subject: IA-2025-001

Reason for Discipline:

The employee's termination is the result of a sustained and extensive disciplinary history, demonstrating a consistent pattern of performance deficiencies and conduct violations. Despite multiple corrective actions, including verbal coaching, written coaching, reprimands, and a suspension, the employee has not demonstrated sustained improvement. Recent violations, including failure to submit a required Family Violence Report (in violation of CCP 5.05), negligent discharge of a weapon, and repeated issues with professionalism and documentation, highlight ongoing concerns with judgment, policy compliance, and officer accountability. The current violations fall under Department Policies 320.5.8 (Performance) and 320.5.9 (Conduct subsections a., f., h., and m.), and cumulatively warrant termination due to failure to meet the standards of conduct expected of personnel and the risk posed to public trust and department integrity.

Prior Discipline and other steps taken to improve employee's conduct and/or performance:

11/14/2024 – Failure to make Family Violence Report per CCP 5.05- **Verbal Coaching**
10/10/2023 – 24-A-001 – Negligent Discharge Weapon – **Written Reprimand**
7/14/2023 – 23-S-017 – Unprofessional Conduct – **Written Coaching**
7/7/2023 – Failure to Collect Profiling Data- **Verbal Coaching**
5/18/2023 – 23-S-014 – Professional Image – **Written Coaching**
9/9/2022 – 22-A-018 – Vehicle Operations – **Written Reprimand**
7/6/2022 – 22-A-012 – Meal Mark Outs – **Written Coaching**
2/9/2022 – 30 minute bathroom breaks before taking 1 hour break- **Verbal Coaching**
9/15/2021 – 21-S-025 – Lost Prisoner Wallet – **Written Coaching**
11/3/2020 – 21-A-004 – Pursuit/Vehicle Operation Violation – **1 Day Suspension (8 hours)**
11/18/2020 – Body camera violation- **Verbal Coaching**
10/13/2020 – Professionalism- **Verbal Coaching**
11/15/2019 – 20-S-007 – Fleet Accident – **Written Coaching/Defensive Driving**
3/1/2019 – Failure to complete juvenile release paperwork- **Verbal Coaching**
Addison Police Department 4799 Airport Pkwy, Addison, Texas 75001 (972) 450-7130

11/28/2018 – 19-S-007 – Fleet Accident – **Written Coaching**
7/22/2018 – Body camera violation- **Verbal Coaching**
1/26/2018 – 18-S-013 – Professionalism – **UPR**
6/25/2013 – 13-A-008 – General Orders 335.01 – **UPR (body camera violation)**
3/26/2013 – 13-S-007 – Failed to Clear Long Break from Patrol Vehicle - **UPR**
10/24/2011 – 11-A-011 – Failure to Maintain Control over Narcotics General Orders 503.01 – **UPR**
12/29/2010 – 10-A-011 – Rolled down rear window of squad car during traffic stop (resulting in prisoner escape) – **Written Reprimand**
6/26/2010 – 10-A-003 – Failure to Document Confiscation of Marijuana – **UPR**
3/15/2010 – 10-A-001 – Unprofessional Conduct

Respectfully,

Chris Freis