

Jeremy found this  
w/ TenEyck in the  
locker room last night.  
(10/11)

- Pietsch

2 years. There is a list of candidates in the email. I sent.

Hey, I'm really sorry you had to deal with that shit this morning.

No worries bro

Ehhhhhhhh kinda lol. I know the standard is a rep without mitigating factors and I'm sure it's gonna cost me the rifle which really really sucks. And it scared the piss out of me when that slide went forward and bang....I'm thinking my middle finger somehow got caught on the trigger bc I was looking at my indexed trigger finger but mostly concerned about my rifle bc that's an amazing tool for active shooters but it is what it is now. I gave Coffelt the heads up and he wants to look at the pistol for some reason

He wants to make sure there is no deficiencies



ADDISON POLICE DEPARTMENT
COMPLAINT CLASSIFICATION FORM

Complaint Log No: 23-A-001

Describe Basis of Complaint or Explanation of Why No Further Action Required:

On 10/10/2023 at approximately 7:00 A.M. Officer Allen Schieck was handling his duty issued pistol and negligently fired a round into the floorboard of the locker room, which caused minimal damage. Officer Schieck violated Addison SOP 303.02 Security of Weapons - Officers, whether on-duty or off-duty, shall not discharge a weapon under circumstances not in compliance with the law and the provisions of this manual.

Submitted By: [Signature]

Classification Recommendation - This is based on the type and severity of the allegation(s) set out above. The classification determines the level of investigation that will be initiated. As facts are developed during the course of the investigation, the /complaint Date:classification and/or level of investigation may be changed.

[ ] Sectional [x] Administrative [ ] Formal

[ ] No Further Action Required - based on preliminary inquiry and finding that clearly show that no misconduct or other inappropriate behavior occurred. (Note: This form is not required for on-view violations that result in only a Written Coaching.)

After making classification recommendation, forward to the appropriate Division Commander for approval via the chain of command.

Lieutenant's Recommendation:

Concur. A discussion will need to take place to determine the final discipline level due to past behavior.

Lieutenant's signature: Shane Anderson [Digital signature]

Division Commander's Determination:

Concur on administrative; further discussion on discipline level needed.

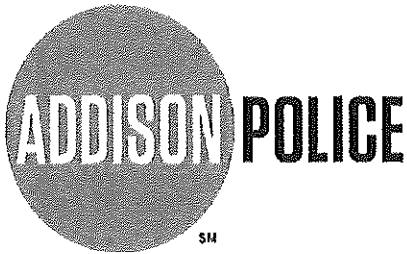
Division Commander's signature Mike Vincent [Digital signature]

Professional Standards:

Concur with LT Anderson, in addition, consideration of the negligent discharge of a firearm, based on preliminary discussion it is believed the location the weapon was unsafely manipulated further exacerbates the situation as policy SOP 317.00 was also not followed by Ofc Schieck: SOP 317.00(e).(2.) No one will clear, charge or manipulate weapons except within...[the] grey clearing devices outside the patrol and range entry/exit doors.

The Chief of Police must be notified immediately, through the chain of command, upon receipt of all Formal complaints and of Administrative or Sectional complaints that have (or are likely to have) public or media involvement. [ ] Chief Notified Date:

Professional Standards signature: Brian Pietsch [Digital signature]



## NOTICE OF COMPLAINT, INVESTIGATION, & GARRITY WARNING

**ISSUED TO:** Allen Schieck

**ISSUED BY:** Shane Anderson Digitally signed by Shane Anderson  
Date: 2023.10.10 14:23:28 -05'00'

**DATE:** 10/10/23

**RE:** **Complaint Log No.:**23-A-001

**Complaint Classification:**  **Administrative**  **Formal**

Is the supervisor who issued and signed this Notice the complainant? [  ] Yes [  ] No

If NO, then the complainant is the person who signed the attached report, letter, memorandum, or other document setting out the factual allegations and which serves as the actual written complaint. Attachment?  Yes  No

**Description of alleged conduct and/or performance, including specific dates and details (if known):**

On 10/10/2023 at approximately 7:00 A.M. Officer Allen Schieck was handling his off-duty pistol and negligently fired a round into the floorboard of the locker room, which caused minimal damage.

**The above described conduct, if true, is in violation of the following Town and Departmental policies/procedures:**

Officer Schieck violated Addison SOP 303.02 Security of Weapons - Officers, whether on-duty or off-duty, shall not discharge a weapon under circumstances not in compliance with the law and the provisions of this manual. Officers shall immediately report all accidental, negligent, or unintentional weapon discharges to the on-duty supervisor. On-duty supervisor shall make proper notifications.

This Notice, along with any attachments, serves as a written complaint pursuant to §614.022 et seq. of the Texas Government Code.

**Investigation:** The allegations in the complaint will be investigated prior to any formal decision on disciplinary action. You are directed to fully cooperate in the Department's investigation. You are not to discuss this matter or the investigation with anyone other than the investigator assigned by the Chief of Police to conduct the investigation, members of the Command Staff, the Human Resources Director, or your attorney unless specifically directed or authorized to do so by the Chief of Police (or his designee).

You will likely be interviewed and/or directed to make a recorded statement in response to the allegation(s) made against you. Your failure or refusal to do so or to otherwise cooperate with the Department's investigation will likely subject you to disciplinary action, up to and including termination of employment. You must respond fully and truthfully to all questions and in any verbal or written statement. You will be permitted to have your attorney with you in the room during formal interviews; however, your attorney is limited to acting as an observer during the interview process. The only exception is where the formal interview focuses on, or leads to, evidence of criminal conduct. If that occurs, your attorney may advise and confer with you during the interview.

**Garrity Warning:** As part of the Department's investigation, you may be asked to answer questions specifically directed and related to the performance of your official duties and/or fitness for employment. You are entitled to all the rights and privileges guaranteed by the laws of the Constitution of this State and the Constitution of the United States, including the right not to be compelled to incriminate yourself, including the protections afforded you under Garrity vs. New Jersey, 385 U.S. 439 (1967). Your statement(s) will not be released to any other person or agency for use against you in any criminal proceeding without an order of a court of competent jurisdiction. Further, neither your statement(s) nor any information or evidence which is gained by reason of your statement(s), can be used against you in any subsequent criminal proceeding. However, your statements may be used against you in relation to subsequent administrative charges and/or against you in a perjury prosecution arising out of the giving of a false statement.

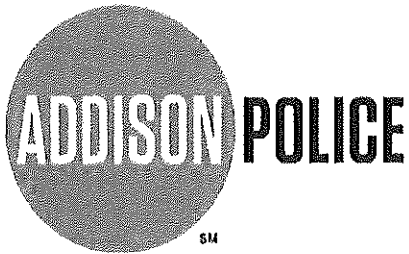
**Questions:** If you have any questions about this process, the investigation, or the procedures you must follow, please direct those questions to Lt. Anderson or to the investigator conducting the investigation.

**Employee Acknowledgment:** By my signature below, I acknowledge that I received a copy of this Notice of Complaint, Investigation, & Garrity Warning form, along with any attachments, on the date and time indicated below. (Note: Failing to sign this form will be treated as insubordination and could lead to separate disciplinary action.)

Employee's Signature

*ALG SCHA #210*

**Attachments:**



**ADDISON POLICE DEPARTMENT  
NOTICE OF DISCIPLINARY ACTION**

**TO:** Allen Schieck

**FROM:** Paul Spencer Digitally signed by Paul Spencer  
Date: 2023.10.17 16:11:57 -0500  
Paul Spencer, Chief of Police

**DATE:** 10/17/23

**RE: Complaint Log No.:** 23-A-001  
**Complaint Classification:**  Administrative  Formal

**Discipline:** As a result of the findings in the Department's investigation into your conduct, as well as your prior disciplinary history and conduct, it is my decision to take the following disciplinary action against you:

1. Written Reprimand
2. Removal from the Department's Rifle Program

**Reason for Discipline:** My decision is based on

The facts found during the Administrative Investigation 23-A-001 and prior disciplinary history.

**Your conduct violated the following Town and Departmental policies/procedures:**

Addison SOP 303.02 Security of Weapons

Officers, whether on-duty or off-duty, shall not discharge a weapon under circumstances not in compliance with the law and the provisions of this manual. Officers shall immediately report all accidental, negligent, or unintentional weapon discharges to the on-duty supervisor. On-duty supervisor shall make proper notifications.

**Prior discipline & other steps taken to improve employee's conduct and/or performance (if applicable):**

09/09/2022 - 22-A-018 – Vehicle Operations – Written Reprimand  
05/30/2023 – 23-S-014 – Professional Image – Written Coaching  
08/04/2023 – 23-S-017 – Unprofessional Conduct – Written Coaching

**Notice to Employee (except in cases of discharge):** You are on notice that any further violation of Town or Departmental policy or procedure, unacceptable conduct, and/or unacceptable job performance will likely result in additional discipline, up to and including discharge. Immediate and sustained improvement is required. Specifically, you must:  
Show improved decision making skills.

**Disciplinary Appeals:** Employees who have successfully completed their new-hire probationary period may appeal a suspension without pay, demotion, or termination to the City Manager (or designee). Written reprimands are not appealable. A written request for appeal must be made in writing to the Director of Human Resources within five days of your receipt of this Notice. Appeals are coordinated by and through Human Resources. Please refer to the Town's Grievance/Appeal Policy for further details.

**Issued to Employee By:**

Supervisor's signature Shane Anderson  
Digitally signed by Shane Anderson  
Date: 2023.10.23 07:38:59 -05'00'

**Employee Acknowledgment:** By my signature below, I acknowledge receipt of this Notice on the date indicated.

Employee's Signature Allen Schieck  
Digitally signed by Allen Schieck  
Date: 2023.10.19 15:48:44 -05'00'

Copy to Employee  
Copy to Departmental File  
Original to Human Resources