



San Marcos Police Department
Stan Standridge | Chief of Police

Bob Klett
Assistant Chief | Administration

Brandon Winkenwerder
Assistant Chief | Operations

TO: Ryan Hartman, Sergeant
FROM: Stan Standridge, Police Chief
DATE: January 18, 2022
SUBJECT: Notice and Order of Indefinite Suspension

You received notice of complaint related to policy violations on October 27, 2021. This matter was investigated by Commander Lee Leonard with the Office of Professional Conduct. You subsequently attended a Loudermill Hearing on January 5, 2022, in which you were afforded an opportunity to meet with me and provide any information you wanted me to consider before making a disciplinary decision. On January 14, 2022, you were notified during a pre-determination hearing that I was considering an indefinite suspension due to multiple policy violations stemming from dereliction of duty and insubordination. This memorandum now serves as official notice that you are hereby indefinitely suspended from the San Marcos Police Department for violating Local Texas Local Government Code (TLGC) 143.051 and Civil Service Rules, Rule 10. Your suspension will commence on January 18, 2022, at 5 pm.

1. SPECIFIC CIVIL SERVICE RULES VIOLATED

You violated TLGC 143.051 (Cause for Removal or Suspension) and Local Civil Service Rules, Rule 10, which sets forth the grounds for removal or suspension of a police officer, and states, in pertinent part, as follows:

The following are violations of TLGC 143.051 and Civil Service Commission Rules and Regulations and shall constitute cause for demotion, disciplinary suspension or indefinite suspension of an employee from his Civil Service position with the City of San Marcos.

- 4. Neglect of duty**
- 8. Conduct prejudicial to good order**
- 11. Shirking of duty...**
- 12. Violation of an applicable Police Department rule or special order**

Pursuant to this rule, you violated several rules and provisions in the San Marcos Policy Manual, which are grounds for suspension. Listed below are the specific Police Department rules and/or procedures you violated:

Policy 2.1 Rules of Conduct

VI. PERFORMANCE PROHIBITIONS

- A. As appropriate, disciplinary action may be taken for any of the following reasons:
1. Incompetent or inefficient performance or dereliction of duty.
 2. Insubordination, discourteous treatment of the public or a fellow employee, or any act of omission or commission of similar nature that discredits or injures the public. (Insubordination may also consist of direct, tacit, or constructive refusal to do assigned work.)

Policy 2.1 Rules of Conduct

VII. OBEDIENCE TO RULES OF CONDUCT, LAWS, AND ORDERS

- E. Insubordination. Employees shall promptly obey all lawful orders and directions given by supervisors. The failure or deliberate refusal of employees to obey such orders shall be deemed insubordination and is prohibited. Flouting the authority of a supervisor by displaying obvious disrespect or by disputing his or her orders shall likewise be deemed insubordination. (TBP: 1.08)

Policy 2.2 Bias Based Policing

IV. PROCEDURES

B. Supervisory Responsibilities

8. Supervisors will randomly review at least three videos per officer (either body camera and/or in-car camera video) per quarter. For this policy a “quarter” is defined as a 3-month period of time. Supervisors are not required to watch each incident of an entire shift; however, reviewing the footage in a manner intended to gain an understanding of that officer’s performance and adherence to policy and law is required. Supervisors will document the random review of the video on the appropriate departmental form and any violations of policy or law will be addressed through the use of existing internal affairs policy. (TBP: 2.01)

II. FACTUAL BASIS SETTING OUT VIOLATIONS

Commander Tiffany Williams provided me with a memorandum dated October 8, 2021, in which she alleged policy violations. Specifically, she requested a formal investigation be conducted, after having ordered you to complete required offense reports and evaluations. You disregarded these orders, necessitating her complaint. She cited, “Coaching and mentoring have been ineffective to date. Lesser forms of corrective action have not been successful. To the contrary, the quantity of outstanding tasks and assignments has increased.”

Commander Lee Leonard of the Office of Professional Conduct completed a personnel complaint intake form, thus notifying you of alleged policy violations. The complaint was classified as a Class I complaint (section 6, related to insubordination and dereliction of duty), which is reserved for serious misconduct. Undisputed facts of the completed investigation include but are not limited to:

- On October 5, 2021, you received an order from Commander Tiffany Williams, directing you to compile a list of all outstanding evaluations and reports. This was after you failed

to obey her order to complete all delinquent six-month evaluations, as described below. You responded to her email/order the following day, on October 6, 2021, at 12:15 am. You listed six categories of missing reports and/or evaluations.

- You received an order from Commander Williams to have your six-month officer evaluations completed by 7:00 AM on the morning of October 5, 2021. You also received notices that they were past due from Sergeant Myers on July 14th, and from Sheila Schuetz on August 12th, August 19th, August 26th, and September 9, 2021. You disregarded these orders and as of today you still have not completed the evaluations.
- Another delinquent report that you disclosed in your email to Commander Williams included an Intoxication Manslaughter reference Case # 21-57458, which occurred on September 26, 2021. You disclosed on October 6th that you had not done the supplement, yet you still did not complete it until October 11, 2021. This is a serious felony offense that warrants greater responsiveness.
- You failed to complete a supplement related to a murder investigation (21-14488). The homicide occurred on March 12, 2021. On August 16, 2021, you were told to complete a supplemental report by the lead detective. You failed to do so. You were told again by the lead detective on September 28, 2021, so he could file the case with the District Attorney. You disregarded these communications and did not complete the assigned task until October 11, 2021. This involved a public safety matter of the highest importance (murder), yet you delayed the case filing for one month and 25 days from August 16, 2021.
- An officer involved shooting investigation occurred on April 10, 2021. In the same email to Commander Williams on October 6, 2021, you self-disclosed that you had not done your supplement to this investigation. It was finally completed on October 29, 2021.
- In addition to the six-month evaluations, you failed to complete probationary officer evaluations as ordered. You self-disclosed (13) evaluations that had not been done. No other acting supervisor had that many delinquent evaluations. As of January 9, 2022, you still have (9) missing or incomplete evaluations, which is still far greater than any other peer. The latest evaluation goes back to October 2021, which is the most delinquent in the Department.

III. SUMMARY OF FACTS AND CIVIL SERVICE RULES VIOLATIONS

- Policy 2.1 Rules of Conduct

VI. PERFORMANCE PROHIBITIONS

Disciplinary action may be taken against an employee for incompetence, inefficient performance or dereliction of duty. Insubordination is defined as any act of omission or commission that discredits or injures the public. You failed to obey lawful orders and complete offense reports and evaluations, as directed. Even after being notified of this investigation (AI 2021-14), you did not complete these assigned tasks.

- Policy 2.1 Rules of Conduct
VII. OBEDIENCE TO RULES OF CONDUCT, LAWS, AND ORDERS

This policy mandates that employees shall promptly obey all lawful orders and directions given by supervisors. Commander Williams ordered you to complete all pending reports and evaluations. In spite of being under investigation for these matters, you still failed to complete some of these tasks. Employees shall promptly obey all lawful orders and directions given by supervisors. The failure or deliberate refusal of employees to obey such orders shall be deemed insubordination and is prohibited.

- Policy 2.2 Bias Based Policing
IV. PROCEDURES

This policy requires supervisors review videos and document those reviews. You were lawfully ordered to complete your reviews. You disobeyed that lawful order, and as of January 12, 2022, still had not completed them. This dereliction of duty occurred while knowing you were under investigation for these matters, yet you did not obey Commander Williams' order.

The duties of a professional police officer with the City of San Marcos require that they obey lawful orders. Your failure to do so has resulted in sustained findings of insubordination and dereliction of duty. I am compelled to indefinitely suspend you from the San Marcos Police Department for violating Local Texas Local Government Code (TLGC) 143.051 and Civil Service Rules, Rule 10.

IV. IN CONSIDERATION AND NOTICE OF APPEAL RIGHTS

In considering the appropriate discipline, I have reviewed any previous history of discipline, corrective actions and/or commendations and awards. Additionally, I considered the (40) hour suspension and mandatory re-training that you received in July of 2021 for sustained misconduct related to another Class I complaint.


If you wish to appeal this suspension, you must file a written notice of appeal with the Director of the Civil Service Commission, Ms. Linda Spacek, within (10) days after the date you receive this letter. If you choose, you may, within the same period, elect to appeal to an independent third-party hearing examiner instead of the Civil Service Commission. If you elect to appeal to a hearing examiner, you will waive your rights to appeal to a district court except as provided in Section 143.057(j), Texas Local Government Code.

ORDERED, SIGNED, AND DATED on January 18, 2022, at 5:31 pm.


Chief Stan Standridge

Employee Acknowledgement of Receipt

This is to acknowledge that I, Ryan Hartman, received a copy of this Notice and Order of Indefinite Suspension on January 18, 2022, at 5:31 pm.



Ryan Hartman

Civil Service Director Acknowledgement of Receipt

This is to acknowledge that I, Linda Spacek, received a copy of this Notice and Order of Indefinite Suspension in the Office of the Director of the City of San Marcos Fire Fighters' and Police Officers' Civil Service Commission, on January 19, 2022, at 10:37 am.



Linda Spacek

