

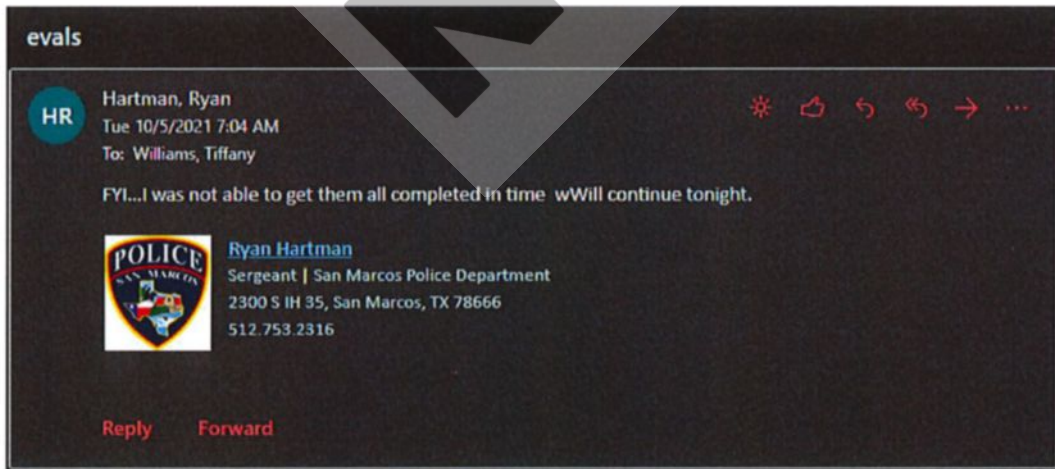


Memorandum

TO: Chief Stan Standridge
FROM: Commander Tiffany Williams
DATE: October 8, 2021
SUBJECT: Complaint: Time Management/Inefficiency/Insubordination – Sgt. R. Hartman

Complaint:

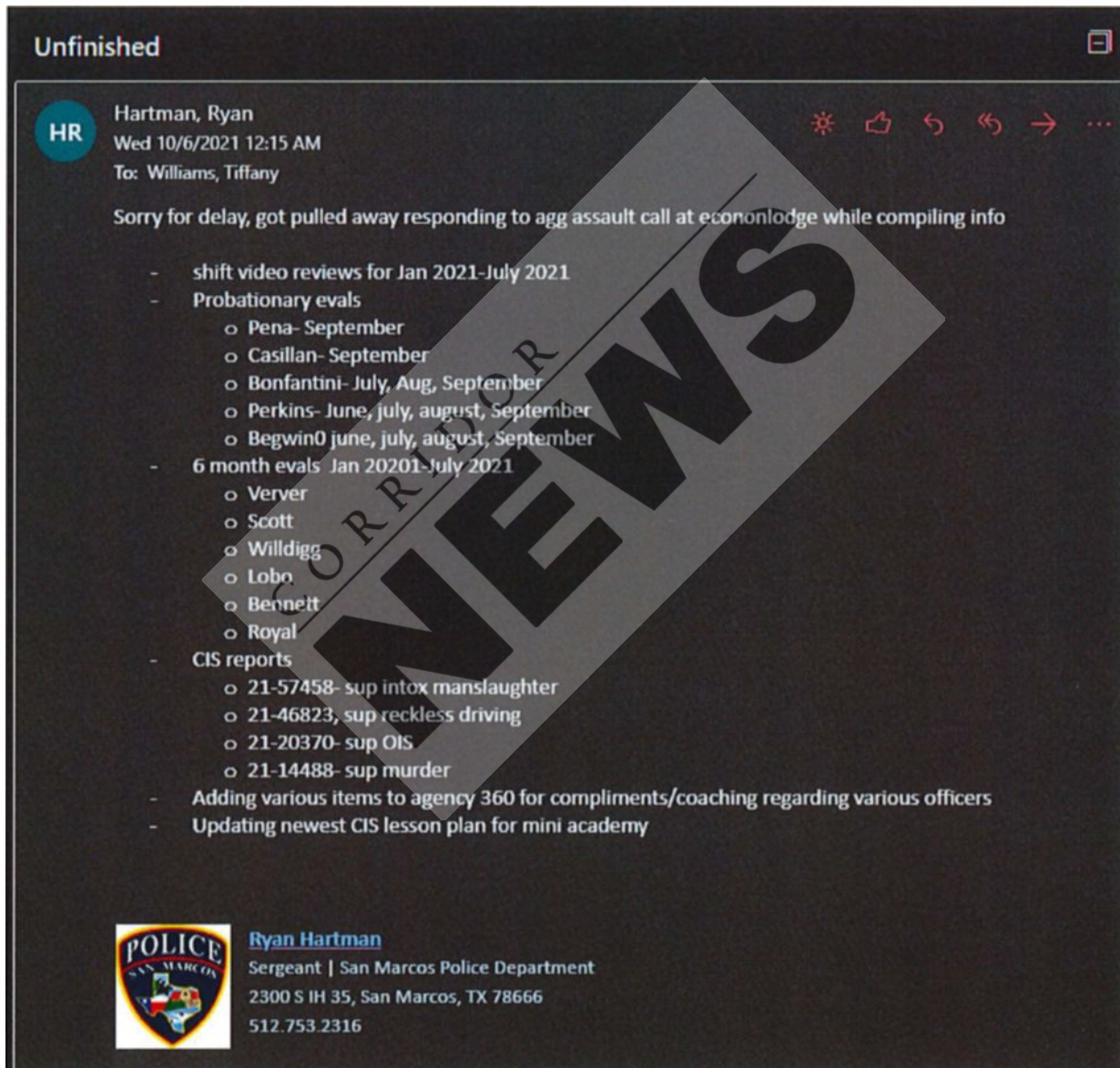
On October 4, 2021 at 10:48 p.m. I sent Sgt. R. Hartman a text message advising I needed his six-month employee evaluations by 7 a.m. He replied “T4.” Following the text exchange Sgt. Hartman and I had a lengthy in person conversation about his on-going “atrocious” time management. I had been abundantly lenient up to this point and had attempted various strategies to assist him in improving his time management as the evaluations were not his only still incomplete tasks. On several occasions I had solicited input from Sgt. Hartman for further strategies and suggestions as to how we might improve his efficiency, but he had none. Sgt. Hartman agreed ample leniency and understanding had been extended which he appreciated. I concluded I could no longer offer leniency. Given the weeks and months that had elapsed without improvement, corrective or disciplinary action was the only remedy available to me. Sgt. Hartman apologized for it coming to this point. The deadline of 7 a.m. was reiterated at the conclusion of our conversation. On October 5, 2021 @ 7:04 a.m. I received the following email from Sgt. Hartman:



For historical purposes the six-month evaluations were initially due on August 2, 2021 by 8 a.m. Sgt. Hartman received email communication on July 14, 2021 from Sgt. Myers, as did all patrol supervisors, stating this specific deadline. I received additional email status updates from Patrol Administrative Assistant Sheila Schuetz regarding the six-month evaluations on August 12, August 19, August 26 and September 9, 2021. I repeatedly observed that Sgt. Hartman’s evaluations still showed incomplete so repeatedly checked in with him. He repeatedly advised he was working



In response to my email, I received the following from Sgt. Hartman:



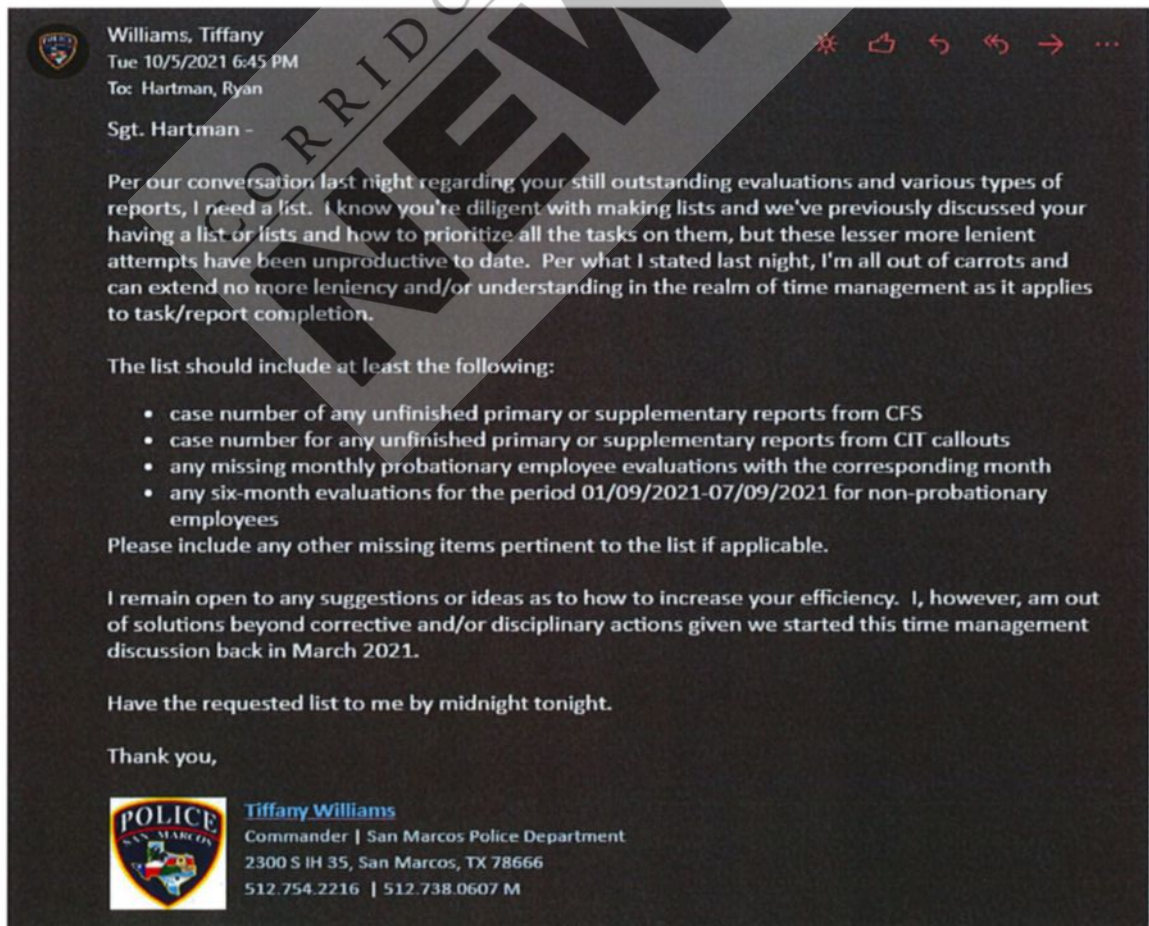
Coaching and mentoring have been ineffective to date. Lesser forms of corrective action have not been successful. To the contrary, the quantity of outstanding tasks and assignments has increased. As I also approve Sgt. Hartman's timesheets, I'm aware he regularly accumulates overtime, but I cannot account for what is accomplished that is specifically assigned to him and/or his position as a patrol sergeant.



on them, and verbal deadlines were repeatedly established but went unmet. This culminated in the text message exchange and in person conversation documented above.

Additionally, Sgt. Hartman and I began discussing his poor time management dating back to March 2021. On March 21, 2021 I observed he still had two offense reports for two separate DWI offenses, specifically 21-03708 and 21-05517, which showed to have occurred on January 21, 2021 and January 30, 2021. I confronted Sgt. Hartman regarding these pending reports and relayed that if we expected officers to have reports done in a timelier fashion, the same held true for supervisors like him. He agreed. Officers are required to complete their reports, at minimum, by the end of the month for inclusion in the monthly report SMPD Records compiles and submits. Not only is this an established standard officers are held to, there is an incident/accident status report that is updated Monday-Friday by the Records Division and available on SmartForce to assist supervisors in tracking officers with pending reports. Sgt. Hartman was on this report for over a month and a half which he knew as he referenced this status report numerous times. When Agency 360 came functional an entry was made noting this specific incident of poor time management.

Returning to the present and after receiving Sgt. Hartman's email advising the evaluations still were not completed, I sent him the following email:





The totality of all the above facts leaves me to allege Sgt. Hartman of having violated the following policies:

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.)
- B. Nothing in these rules and regulations limits the charges against employees because the alleged act or omission does not specifically appear in this manual, other orders, or policies of the department, or in the laws or ordinances that the department has the responsibility to enforce.

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 Biased 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)
 - 9. Section 8 above applies only to first-line uniformed officers and their immediate supervisors. In the long-term absence of a first-line supervisor this responsibility will move to the patrol commander. NOTE: This policy does require review of every first-line uniformed officer every quarter which is a higher standard for video review than what is required of all employees in



general with video as listed in general order 5.3 Computer and Electronics Equipment Usage and Data Security.

I request a formal investigation be initiated into the alleged policy violation and the referenced subsections.

Commander Tiffany J. Williams

Date

CORRIDOR
NEWS