

[REDACTED]

From: eusebio lerma [REDACTED]
Sent: Thursday, March 18, 2021 9:38 PM
To: [REDACTED]
Subject: Statement

- To whom it may concern.

I will start by saying that I strongly believe I was asked to resign from the Mathis Police Department under duress.

I was employed at the Mathis Police Department from 7-22-2019 thru 1-15-21. I was hired based on my experience of about 28 years in law enforcement. Chief Roush brought me onto this department also based on the experience I have in the Civil section in law enforcement.

Sgt. Brandon Villegas was my field training officer and basically he taught me the entire city of Mathis and pointed out the areas of concern in this city. Sgt. Villegas and I became good friends as we worked together and I was promoted to the rank of Corporal making me his right hand man. Officers were advised if they needed anything or if they had any issues of any sort, they were to use the chain of command and contact me the Corporal and in turn I would contact Sgt Villegas of any concerns.

I was treated right at first by Sgt. Villegas, sitting on on interviews with officer prospects and I was entrusted in overseeing the maintenance on all our police units having them serviced etc but as my time with this department progressed I strongly believed I was not allowed to sit in on interviews and other topics with the Sergeants and Chief of Police. I was advised by Chief Roush that he only wanted his command staff and his administration secretary in on all topics. I believed that I as a Corporal was entitled to these topics but I was told differently.

On 6-17-20, I was dispatched to a traffic accident involving a tractor trailer striking a seadoo water craft being hauled by a Ford F150 truck. The tractor trailer clipped the seadoo as it traveled South of W. San Patricio. I arrived at the accident and I made sure everyone was fine. I advised both drivers that I was going to go and check the cameras at the Quick Pantry to see if there was any video footage of this accident. A jeep rear ended the parked tractor trailer and pinned the driver of the jeep inside the vehicle. One of the drivers of the accident I was investigating advised that the driver of the jeep was traveling at a high rate of speed when it collided with the tractor trailer that was parked with its hazards lights on. I was advised later by Mathis paramedic [REDACTED] that the driver of the jeep advised he was texting his wife while operating the jeep, leading me to believe that the driver of the jeep was not paying attention to

his driving. He was transported to the hospital and his injuries were not life threatening as I was told.

I was advised that I was being placed on a Performance Improvement Plan for 60 days and that I would be monitored and evaluated and that Lt. Grundström would discuss my review on 8-18-20.

On 8-18-20, Lt. Grundström met with me and advised me that I had satisfied the 60 day PIP.

On 1-5-2021, Lt. Grundström brought me into his office and advised me that I was being disqualified for the position of patrol Sergeant, a position that I and the rest of the department applied for. They based this decision on the way I handled a call on 11-15-20, where I responded with officers [REDACTED] and [REDACTED]. We along with Mathis EMS arrived at 312 E. San Patricio where a male subject was laying on the ground. Paramedics advised they could not understand what the male subject was saying and the male later identified as [REDACTED] only spoke Spanish. I noticed a short time later that [REDACTED] went hands on with [REDACTED] and was attempting to handcuff [REDACTED]. [REDACTED] advised that [REDACTED] took a swing at him and this was the reason he was arresting him. [REDACTED] was arrested for resisting arrest and for public intoxication. I tried to find out where [REDACTED] lived at in order for me to just take him home and just generate a report but to no avail, because [REDACTED] would not tell me where he lived. I strongly felt that [REDACTED] should had been brought in and questioned reference this incident, but [REDACTED] advised me that this was a bad arrest which to this date I disagree. I later was advised by Mathis EMS that [REDACTED] did not suffer a seizure like Mathis administration advised and I strongly feel this was only a false reason from disqualifying me from the Sergeants position which I strongly believed I should have been appointed, but instead was given to [REDACTED] an Officer with only 8 years as a Texas peace officer.

Sgt. Villegas would come into work sometimes in a bad mood especially after arguing g with his girlfriend on the phone to the point that anyone around him could hear him yelling to her on the phone. Sgt. Villegas would advise me in his own words to get to work and I would respond that I knew what I had to do, sometimes I would just be at the police department to use the restroom facilities. Sgt. Villegas has no people skills and puts down officers no matter who's around to hear this. Sgt. Villegas comes into work and is constantly inside the Chiefs Office and on several occasions would leave with Chief Roush in his patrol car.

Chief Roush would hardly be at the office and at times when asked if he was going home for the day he advised that he was going to work on breaking a horse. We as officers with this department cannot do that.. we arrive at work on a day by day and are expected to stay for the duration of our shift unless we get sick and have to go home. On October 6, 2020 Chief Roush was seen by myself and Lt. Grundström, Sgt. Villegas taking a viagra pill from Sgt. Villegas

desk which I believe was found narcotics and Chief Roush advised a day or two later how he used the viagra pill with a woman and bragged about it the next day or two in the presence of Lt. Grundström and myself. I don't believe this was right in any way and if it was one of us (his officers) we would be reprimanded or terminated.

I was dispatched to a call at the [REDACTED] for a disturbance with family members. An older female and her niece were involved in a disturbance and the older female advised she was at this location only to see her brother. The older female later identified as [REDACTED] advised that her niece identified only as [REDACTED] shoved her. I interviewed [REDACTED] and asked if she shoved her aunt and she stated she did not. [REDACTED] advised that she did shove her but now it appeared to be a he said she said. I asked [REDACTED] if she needed for me to summon for an ambulance to have her checked on on account of she was advising she was shoved. [REDACTED] denied medical attention twice and advised that she would get her husband to take her to doctor later. [REDACTED] asked that I go and ask her brother who is under hospice, to let her know if he doesn't want [REDACTED] to visit him. Her brother advised that he wanted [REDACTED] to visit him. I advised [REDACTED] of this and I advised her that I have dealt with her niece in the past and that I know she can become very vocal. [REDACTED] advised that she was worried about her truck being vandalized and I advised her that I would have Mathis patrol units do routine patrol of her residence and I advised dispatch to place her address on the routine patrol.

I noticed that during this call my body camera did not come on when I pushed the button to activate it. I quickly made contact with Lt. Grundström and advised him of this. Chief Roush a short time later advised me that [REDACTED] complained to newly elected city council woman Mary Olivarez of this disturbance and Chief Roush advised me of this and that Mary Olivarez doesn't like you. I was issued a new body camera later on. There have been numerous complaints from officers to me that either their body cameras don't come on or stop recording. I strongly feel that Chief Roush did not get all the facts from me and chose to only believe what Mary Olivarez told him.

Two days before this incident on W. San Patricio, myself and Sgt. Brandon had two arrest on a possible theft call where one of the subjects had outstanding warrants and the other for possession of drugs. I took both subjects to the police department to retrieve the paperwork needed to transport these subjects and Sgt. Villegas advised he needed to speak to one of them. I filled out the arrest sheet on one of the subjects and Sgt. Villegas filled out the other. I proceeded to transport both subjects to the San Patricio County jail and while en-route a 3 vehicle accident came down in front of city hall. Sgt. Villegas was dispatched to the accident on account of he was the only police officer in the city and he worked the accident.

I finished with the booking of both subjects at the jail and I pulled out of the jail Sally port, I pulled over about a block away from the jail and I asked dispatch if there were any pending calls. Dispatch advised there were 3 civil calls that could be handled on the phone and I called each resorting party and handled each call. I advised dispatch of this and advised I was back en-route to Mathis. Sgt. Villegas came over the radio and asked if I was just leaving and why

was I not back in Mathis. I told him of the calls I handled and he spoke to me in a very rude and unprofessional tone over the radio and told me he needed me back there. I arrived back at the police department and I made contact with Sgt. Villegas and I located him sitting down eating inside the admin secretary office. I made the comment must be nice to eat because here it was 3pm and I had not eaten. Sgt. Villegas told me in a very rude and unprofessional tone, you can go home and I will get someone else to come in for you. He advised that he had to work a 3 vehicle accident and I advised him that we both had been busy and Sgt. Villegas again told me get to work very rudely and I felt if he needed to talk to me he could have done so in private and not embarrass me in front of the secretary and two other persons in the building that heard him all the way to the dispatch room. I advised Sgt. Villegas that I would be informing both the patrol Sergeant and Lieutenant about this matter. Sgt. Villegas has become somewhat of a bully when speaking to officers, like I've stated he has no people skills.

[REDACTED] contacted me via cellphone on 1-14-2021 and advised me that they needed for me to go to the police department on my day off that they needed to speak with me and to bring all my gear in. I knew at that time that I was going to be terminated because this is the way Mathis Police Department administration does things. I gathered all my gear and in the process I was unloading the magazine of my service pistol when I accidentally placed my finger on the trigger causing an accidental discharge and in all my years as a police officer this has not ever happened. I quickly contacted [REDACTED] and advised him of this, I also contacted Corpus Christi Police about this, they arrived along with [REDACTED] and Sgt Villegas. CCPD ruled it an accidental discharge and handed my service pistol to [REDACTED]. [REDACTED] and Sgt Villegas entered my residence and advised me about a complaint that was filed against me from [REDACTED] on the disturbance call at [REDACTED]. [REDACTED] advised me that the Chief Roush was asking for my resignation and if I resigned he would give me an honorable discharge but if not I would go on a internal investigation without pay which later I was advised my Human resources Manager Maria that if I was to be placed on an investigation, it would have to be paid and that was not what I was told, so I strongly believe I resigned under duress.

I was handed my personnel file by Maria at city hall and as I looked through it, I found that Sgt. Villegas wrote me up for insubordination stating I spoke to him wrongly when contact was made the day I found him in the secretary office. I advised Maria about the writeup and I advised her I did not know this because usually when a person gets written up they have to see the writeup and then sign it, which i didn't.

I enjoyed working at the Mathis Police Department, but as time went on all these issues became a problem and constituted a hostile work environment. Chief Roush leaving to break horses and hardly in the office. Sgt. Villegas being a bully supervisor and I strongly feel that Chief Roush could have worked with me as far as to find out my side of the story to that disturbance but instead he took the word of a city council woman and he also said according to [REDACTED] that he had to answer to someone above him, meaning the city manager i believe.

Respectfully

Eusebio Lerma. Jr.

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To Whom It May Concern,

I was recently contacted by E. Lerma who was at one time the Corporal and my supervisor with the Mathis Police Department. Mr. Lerma informed me of his misfortune; however, he was not the only one to experience injustice at the Mathis PD. I was hired in July 2019 as a police officer for the Mathis PD and at the time I was hired Chief Marshal Roush discussed changes that needed to be made in the department. Based on my education and experience he also spoke to me about being his second in command the Lt because he was given a year to fix the evidence room per Texas Rangers. I was never given the position and honestly lied to regarding the position. Nevertheless, I'll continue from the start of working in Mathis.

Chief Roush started me out on graveyards with then Corporal [REDACTED] and I was later placed with Sgt. Brandon Villegas for training. During my training I observed several behaviors and experienced sexual harassment by Sgt. Villegas. While on the "Field Training Officer" program with Sgt. Villegas he asked me if I would ever have sex with a co-worker. I informed Sgt. Villegas no and that I like keeping my work environment professional. He continued talk about this topic and asked if I would do it if both officers agreed to keep it a secret. His constant talk about sex with co-worker led to believe that he was attempting to see if I would be willing to have sex with him. Sgt. Villegas was brushed off and I left it alone because I was new and did not want to have issues.

Following that incident I caught him staring at me several time while we were in the unit making me feel uncomfortable. When asked what he was staring at Sgt. Villegas stated "I'm just enjoying the scenery." I proceeded to ask him what color was the truck we had just passed to see if he was really looking at me or the neighborhood we were patrolling. He stated what truck and at that point I knew he was staring at me and that I was the scenery he mentioned. On several occasion I caught him looking at buttocks and he was also observed doing so by Officer [REDACTED] and Corporal [REDACTED]. My fellow officers would call him out which he did not like. During training he would use his work and personal phone for personal reasons. He was constantly talking to women in the community he was having an affair with on his work phone. He spent more time texting his girlfriends and wife than he did training me on the job and if he wasn't he was talking about sex or staying at me. Eventually I spoke with then Sgt. Todd Thurmond about the issue and he informed me that he would talk to Sgt. Villegas.

Throughout my employment with Mathis Police Department I personally observed Sgt. Villegas staring at dispatcher and hanging out in the dispatch officer rather than doing his job. Multiple dispatchers would complain that he would "creep" them out and that they hated him hangout in the dispatch because all he would is stare at them. One of the dispatcher was a young female named [REDACTED] another named [REDACTED], including the former head dispatcher. They built a wall in order to comply with TCOLE regulations but also because the dispatchers want to keep Sgt. Villegas out. He not only did that to them but also the administrative assistant and to females in EMS. I heard these females complain and some claim they advised Thurmond who later became the Lieutenant. Nothing was done to assist us no matter how many people complained after a while we all started discussing resigning because it was such a stressful place with Sgt. Villegas he would stand over our shoulders and read out text messages. If he saw anything about himself he would send out a mass text to all employees threatening us.

Due to Sgt. Villegas lack of professionalism and lazy behavior we began getting backed up on reports [REDACTED] tried review and approving reports to assist him. However, that turned into an issue

so [REDACTED] stopped helping with the reports. Later [REDACTED] was terminated for an affair he was having on duty. [REDACTED] was upset and informed me that both Sgt. Villegas and Sgt. Thurmond would do the same and pick up women in their patrol cars then go have sex on-duty in the patrol unit often at the cemetery outside the city. That was later confirmed when two deputies observed a SUV in the cemetery one night which was [REDACTED] and a unknown female. This was not brought out since it occurred when he was already under investigation by the Texas Rangers.

There often times issues with Sgt. Villegas and when nothing was done, so [REDACTED] went to Chief Roush but everything fell on deaf ears since they are friends that hangout together outside of work. As a result of [REDACTED]'s complainants a directive was sent out by Sgt. Villegas stating that we could no longer speak with Chief Roush without his permission. That was an issue considering that he was the problem and there was no immediate supervisor to speak with, because Thurmond had not yet been made Lieutenant. Even if [REDACTED] was stopped by Chief Roush to talk about other stuff not related to work Sgt. Villegas would get mad. I personally observed him verbally telling [REDACTED] to shut his mouth and stay away from Chief Roush.

When Officer [REDACTED] continued to speak with Chief Roush regarding the matter he was terminated for insubordination. During this time officers and dispatchers made it known that they were hoping that Chief Roush would follow through with making Lieutenant. Officer [REDACTED] and others that were present during my interview were aware that Chief Roush had spoken to me about the position of Lieutenant. However, I was aware that it was upsetting Sgt. Villegas and Sgt. Thurmond because both made it clear to me as I made it clear that I was going to clean house. The position for Lieutenant was posted and I applied for the position as did others. However, I knew that it was just for show because Thurmond was given the Lieutenant's take home unit before the interviews had ever taken place

Thurmond was given the position of Lieutenant and after that the work environment became hostile. On several occasions Lieutenant Thurmond verbally attacked me and treated with disrespect and when I would try to speak with him he would ignore. After that I would go to work every day worried about when and what they would terminate me on, because he made it clear he did not want me around. At some point I was called into his office and falsely accused of spreading rumors about Mathis PD and interrogated like a criminal by Lieutenant Thurmond. I repeatedly informed him that I did say anything to anyone in Stephanie Wood's presence. He stated he had a reliable source which I later found he claimed was Deputy [REDACTED]. During a conversation Deputy [REDACTED] and I discussed the allegation because when unemployment provided me a copy of the memo, I knew it was a lie because he did not know [REDACTED].

Deputy [REDACTED] even stated he would testify on my behalf if I pursued legal action against the Mathis Police Department. While in that meeting with Lieutenant Thurmond I again brought the issues with Sgt. Villegas which included his lack of professionalism as a supervisor and lack of work that was pushing our case load behind. Unlike other officers in the department my reports were always completed in a timely matter and even I was unable to complete it by the end of shift they would be submitted the next day. Shortly after this meeting several people left the agency and most were terminated or forced to resign.

Around this same timeframe Sgt. Villegas was placed on light duty which he used to sit in Stephanie Woods' office rather than read reports. If he was not in Woods' office he was in dispatch.

When I asked Sgt. Villegas why he was on light he reminded me that it was for the injury he had told me about on FTO. While on FTO Sgt. Villegas informed me that he was on foot pursuit and stepped wrong I hurting his foot. I asked him if he got treatment which replied by saying "no," because he quit right after it happened. After he got injured he got hired on to Orange Grove Police Department so he left without receiving cars or reporting the matter. Therefore, when he was placed on workman's compensation I was questioning why Mathis was paying for his expenses when he forfeited that right quitting the job.

Corporal [REDACTED] was hired around this time and we knew that the Criminal Investigator position and Corporal would be open so my and other officers wanted to apply. However, we were never informed because it was made known to us before it was posted that the position had been given [REDACTED]. It was during a work meeting after the shooting qualification that we found out [REDACTED] had been hire for CID. This upset us because we were informed that we it would posted up for us to apply. On 10-04-2019, I had worked my 12 hour shift and during my shift I made an arrest on for a intoxicated male that was acting erratic. While making the arrest I was bitten by something, which at the time I had assumed was a mosquito. After shift was told to be at the range by 10am which did not allow me time to sleep or rest. I commuted home changed clothes and met everyone at the range and we waited for 45 min before Sgt. Villegas and [REDACTED] showed up because they were running late.

Once the qualifications were over, rather than sending me home to rest I was ordered back to Mathis PD for a mandatory meeting. Throughout the day my insect bite mark got worse and my leg began to hurt. However, I said nothing initially because the meeting was starting. Lieutenant Thurmond immediately started off hostile towards us and going on about rumors and other minor issues that unfortunately no matter where you they cannot me stopped and hard evidence is required. He questioned all of us and again I told him directly to his face I did not care about rumors and kept to myself. Although, I was concerned why he was so focused on the gossip. All the officers informed him that no rumors were being spread; however, we had every right to be upset given the fact that we were being mistreated by Sgt. Villegas and the fact that the position were not posted. Thurmond was informed about the issues involving Villegas by all officers during the meeting including his threatening emails. Lieutenant Thurmond informed us that city hall and city manager were demanding more traffic stops and arrest. He was informed that it sounded like a quota which is illegal, Lieutenant Thurmond agreed and stated that he would start fresh with us and that it was going to be a new start but we needed to work together. We laid it all out for about concerns we were having regarding the department.

I was kept there at the police station for hours and not cut loose till almost 4pm and by that time was falling asleep because it had 24 hours since I had slept. The Lieutenant did not care about my safety or the safety of the public and I was fortunate enough to make it him safely. By then my leg was swollen so I assumed it was an allergic reaction to the insect bite. So when I got home I took medicine and went to bed. Corporal [REDACTED] can attest to the fact that I worked and was kept at the PD till the late afternoon. When I woke up I was in a lot pain my bite mark had gotten worse so I went the emergency room where I was informed it was a spider bite. The bite got worse requiring two trips to the emergency and weeks of antibiotics. My immediate supervisor was informed which was Corporal [REDACTED]. I then called Sgt. Villegas informed him of my the spider bite and informed him it occurred on duty. My case was never referred to workman's compensation I lost 5 days of work with no pay and paid out of pocket for a injury that occurred on duty. I returned before I was fully recovered and documented my wound and leg from the ER visit till it went away including how it looked after every shift.

Shortly after the meeting [REDACTED] began working with the agency. Sgt. Villegas along the administration started issuing out mandatory directives including that all reports were required to be submitted by the end of shift. (This unrealistic because officer can get busy on shift and reports must be detailed to prevent information for being left out.) in his directive he pointed out that information was missing and left out, however, the officers whose reports lacked information rushed because he would order them to hurry.

Sgt. Villegas began threatening us by email stating we would be written up if we did not start making more contacts. In one email he stated that crime, arrest, and traffic stops were at all time low.. Multiple emails were sent with a quota requiring that 10 contacts be made during shift and we often stopped the same people over and over or sometimes on night we couldn't get 10. I have a photo of one of the emails were he states this which a violation of the law because no quota should be in place and it abuse of power to threaten officers with write up and termination.

During the meeting on 10-4-2019 Lieutenant Thurmond mentioned the Halloween event, but did not explain that it was mandatory. When the event came up I attended with my daughter and arrived late because I had a doctor's appointment for my daughter that she could not miss. I was never informed that the event was mandatory and no reminder was sent out prior to the event. When Corporal [REDACTED] contacted me along with several others I informed them that I was not aware of the event being mandatory. I even reminded the Lieutenant that he sent me home after 24 hours and after that he dropped the matter.

Due to this incident Lieutenant Thurmond began to treat me unprofessional and very hostile everyone knew he had it out for me and he did not hide the matter. He yelled at me because of the incident and I informed him that he never told me and as a new officer I was not aware that the event was an annual mandatory event. He continued to mistreat while he was working for Mathis PD. Due to Officer [REDACTED] being a present and a witness during the meeting Lieutenant Thurmond could not write me up for the event which I still attended. This created a very hostile work environment for me and I avoid contact with Lieutenant Thurmond because he verbally told me he couldn't stand me and Chief Roush could not be informed because he was never around. He would go home and sometimes not show up at all to work because of his martial issues. Chief Roush was never around and we were always told he was at home or in a meeting. We hardly saw Thurmond either he would spend a lot of time in his office with the animal control female officer in his office with the door closed.

Throughout the month of October I made several stops and arrest, some that I was worried about I asked for help from Corporal [REDACTED]. Officer [REDACTED] and [REDACTED] would call him to inform if calls and incidents per chain of command. At some point Sgt. Villegas began to have a dislike for Corporal [REDACTED] which I do not believe [REDACTED] was aware of which led to more chaos. Sgt. Villegas informed Officer [REDACTED] [REDACTED] and myself that we were no longer to call Corporal [REDACTED] and notify him directly if incidents. That information was not provided to Corporal [REDACTED] who would be upset with us for not following chain command and issues began to occur. Officer [REDACTED] was constantly singled out but this was because Sgt. Villegas failed to inform [REDACTED] he was no longer party of the chain of command. On more than one occasion Sgt. Villegas called Corporal [REDACTED] an idiot and implied that he wouldn't be there long.

In November I conducted a traffic stop the female had an open container and openly admitted to being under the influence of marijuana. Due to the open container I had probable cause to search the vehicle and did not need her permission to conduct an incident to arrest search. Nevertheless, it had been years and I was not trained more than 3 weeks so I had difficulties verbalizing the incident and I chose not to conduct the SFSTs on the female. I checked her vertical HGN which is used to check in a person is under the influence of a drug. I did not handle the matter correctly and was given a verbal counseling by Sgt. Villegas. I was later informed that both Officer [REDACTED] and I would be attending a refresher course for the SFSTs. Throughout, this time Officer [REDACTED] who lived to gossip and listen in on conversation would come to me stressed and crying that Sgt. Villegas was constantly making her feel bad by talking down to her. On others she would state that she caught Sgt. Villegas and Lt. Thurmond talking about me, so needed to be careful. However, due to her gossiping and always talking with [REDACTED] to cause problems I ignored her on somethings.

In December a Christmas event was being held which we were told in November was mandatory. When the time came for the event Sgt. Villegas sent out a reminder text all officer but which I later found out. However, due an emergency I was not present at the required and was contacted by Corporal [REDACTED]. I informed him that my goddaughter was ill and I had to pick her up from day care but I would head out to Mathis since her mother had just picked her up. Corporal [REDACTED] stated okay and that he would inform the Lieutenant. I later received a call from stating that Lieutenant Thurmond was pissed off and said for me to stay home in a colorful way. After his phone call I received several calls from other officers and dispatchers informing me that Lt. Thurmond was pissed at me and made it known including making a comments that he wanted me gone.

The next month was even more hostile and I was informed that the SFST class was cancelled due to man power shortage and that we would be rescheduled. Later in the month I was told that I would be placed back on training with Corporal [REDACTED]. Shortly after in the beginning of February I was called into Lieutenant Thurmond's office with Corporal [REDACTED]. Nearly two months later, I was written up for the DWI arrest from November where I was given a verbal counseling and should have not received a write up since it was my first mistake in the job and. I was also written up for the Christmas Parade. In the write up Lieutenant Thurmond stated that I refused to go to the SFST class and I questioned him about the matter in front of [REDACTED] and he stated not worry about that the write was for the incident only. Then asked me if I got a text about the Christmas Parade and I said because yes, I did receive the text about the parade, but I was referring to the one in November. I was not aware at the time that a reminder text was sent out by Sgt. Villegas.

Later I reviewed my work phone text messages and the only text was the one from November. I then asked Officer [REDACTED] via text if they got the text for the Christmas Parade. They allowed me to see their phones and the chain text my number was not include and I believed I was intentionally left out. Later on I mentioned to Corporal [REDACTED] and he stated just let it go and just move forward which I did. I continued to go to work and keep my head, to avoid Lieutenant Thurmond at all cost because my hair was falling out from stress due to the hostile work environment. Later shift had changed and Officer [REDACTED] was placed on the graveyard shift and I was on the swing. I kept my distance because when she was hired on Sgt. Villegas and Lieutenant Thurmond advised me that it was in my best interest to stay away from her and not speak to her about the department.

At their request I did not speak to her and during our time together I noticed she would call in every other week which was violation of the one year probation. She was never written but rather praised, even thrown in our faces about what a good officer she was. While working the swing shift I began to observe [REDACTED] following me and would even make comments implying she was watching me. One evening she approached me and asked me why I never told about the issues in Mathis PD. I informed her it's not my place and I'm not going to discuss anything with her. She proceeded to speak about the Officer [REDACTED] and [REDACTED] the dispatcher telling her about the issues. Officer [REDACTED] informed me that Officer [REDACTED] told her I was speaking I'll of her and calling her names. I advised Officer [REDACTED] to be carefully with the gossip and that I did not say anything about her nor did I have anything to say because we never spoke. However, like her I was also being informed by Officer [REDACTED] about things. Officer [REDACTED] then stated that they informed her that the dispatchers would have sex in the office and that Sgt. Villegas would sexual harass female employees that did not sex with him.

I told her I do not care what Officer [REDACTED] or [REDACTED] told her and that she could keep it to herself before she gets herself in trouble. She continued to state that she told Corporal [REDACTED] off because he was always to work and that she told Sgt. Villegas off as well for being late too. I was later informed by unemployment that Officer [REDACTED] wrote a statement claiming that I had told her all that information and that further described things that were not said by me but rather by Officer [REDACTED] and [REDACTED]. I also found out from unemployment that [REDACTED] wrote a memo as well were she claims she told me off, by telling me to get my [REDACTED] to work. That incident never occurred because had she stated that to me we would have had words with the Chief right then and there.

What actually occurred was that Chief Roush issued us new work phones and mine was not work so I missed the mass text message from Chief Roush. [REDACTED] allowed me to read the text and she explained that Lieutenant Thurmond was terminated for Official Oppression. I stated that's what he gets for abusing his power and eventually the truth comes out, and every dog has his day. Beth brought up Sgt. Villegas and I informed her she need to shut up because nobody was talking about him and that is how rumors get started. After that I told her I'm going to work and I suggest you do the same and to stop putting words in people's mouth that were never said.

I was unaware that she submitted that memo; however, that memo is perfect example of her behavior. Since [REDACTED] began working there she would use profanity even attacking EMS personal and firefighters. Several complainants were made against her and Chief Roush would not handle the matter it got to the point everyone wanted to quit because she would repeatedly tell everyone she was his friend. Not only that they were friends but that they tell each other everything for the last 25 years. She would call him and inform him that Corporal [REDACTED] was doing things and even sent out messages between [REDACTED] and herself. Beth would document Corporal [REDACTED] every movement and then send it Chief. I witnessed this first hand and she was showing me her phone. In a text she informed Chief Roush that [REDACTED] day starts with two hours of breakfast and pretty much mapped out his whole day. Following that text message Chief Roush showed up to confront [REDACTED]. [REDACTED] would brag about trying to everything she did and would show people the messages. [REDACTED] is unprofessional would turn off the county radio, go smoke and not answer the radio even her call slips would be blank. Information that was vital was left empty because she needed to smoke. [REDACTED] would curse and officer and EMS personal even called some the EMS staff [REDACTED].” The woman spent her timing gossiping and bad mouth employees to other staff members and her memo is written exactly how she speaks.

Following all these incident, I was asked to cover yet another shift for Officer [REDACTED] who violated the City of Mathis Policy on attendance and was not written up. Due to her calling in on March 05, 2020 I informed by Sgt. Villages that I would need to cover the graveyard shift. That evening I went at 600pm to cover her shift and almost an hour in I was dispatched an Assault Family Violence on [REDACTED] street. Conducted an investigation and during the investigation I was dispatched to another assault FV call by the Valero. The threat on [REDACTED] Street was over and the suspect had fled the scene so I rushed other call. After my arrival I discovered that it was a verbal argument between the couple and after speaking with them the parties both agreed to stay away from each other for the evening.

Once I cleared from the call I returned back to [REDACTED] Street to get the victim statement and complete my investigation. While speaking with the female she informed me that she discovered that her boyfriend had been secretly recording her daughter. She found a SD card with nude of her daughter saved on the card. She provided me with the card and I informed her that I was stepping out to make contact with my new Lieutenant [REDACTED]. Spoke with the Lieutenant informed of the situation and during the informed him that I was getting hit with calls but that I would leave the evidence in box. When returned to check on the victim she informed me that her boyfriend and wanted to come home. I advised to let him come home and that I would hide my patrol unit so that we could arrest him for assault FV and hold him in jail on that charge pending possible child pornography charges.

The suspect returned to the house where he was arrested and during the pat down illegal drugs were found in the suspect's hat. He was placed in my unit transported to the PD for paperwork then transported to the San Patricio County Jail. The whole incident took at minimum 2-3 hours to complete when I returned to the city I began working on the report. I was then dispatched to another Assault FV call by the Valero on HWY 359; during my interview I observed several injuries to the victim. The male subject was threatening the victim and her family the victim was fear for her life. I discovered through the course of my investigation that the incident occurred in the county. A county unit was requested and as I was standing-by for the deputy a loud crash was heard. A major vehicle collision had occurred on 359/459. I was assisted by TXDPS Trooper [REDACTED] and two County Deputies due the roadway being shut down for my investigation.

As a result of the crash I cleared the scene and made my way to the accident, I was on that call for more than 2 hours. One the debris and vehicles were removed from the roadway I cleared from that call and escorted the deputy to the victim of the family violence. I assisted the deputy in interviewing the victim and then we were able to convince her go to the hospital via ambulance. Female had severe facial injuries and was covered in blood. I finally cleared from that call 20 minutes or so before 6am. Filled my unit with gas and returned to the PD. When Corporal [REDACTED] arrived I informed him that I would need to complete the report when I returned at 3pm for my regular shift if that was okay. Corporal [REDACTED] said that was fine he understood and my pass down email was detailed accounting for my time. I let Corporal [REDACTED] know that I had left a prepared file for the Lieutenant in his box with the evidence to review involving the child.

Later in the day I was asked to come to the PD with all my equipment and like many other officer I knew I was going to be terminated. When I arrived was not informed as to why I was being terminated since I had not been written up for anything or investigated. During my termination Chief Roush stated that if I quit he would give me letters of recommendation and a honorable discharge. However, if I did not

he would dishonorably discharge me but never once explained why I was being terminated. The termination unbeknownst to Chief Roush and the other 3 people in the room was that recorded my termination. The reason was to have the verbal contract preserved in case Chief Roush violated the agreement. I later found out that I did not get a job I applied for because Chief Roush had broken the verbal agreement was telling other agencies that I was gossiper and a problem. It was unemployment who informed me why I was terminated during the investigation copies of everything was provided to me.

The original unemployment investigation ruled in my favor because they stated that Mathis Police Department did not provide proof that I was aware of the department's manual. No policy manual was ever issued nor did I ever sign for a manual all we were told is that they were creating one. The records also show that officer must be written up for the same type of incident multiple times and I had never been written up for the rumor allegations. I had never been written for not completing a report and that the other two writes were conducted months after the incident and could be argued. I supplied the Texas Workforce with the audio of my termination and photos of Sgt. Villages' quotas. During my interview with my new agency it was also brought up that in my background investigation issues of rumors were mentioned by Mathis PD, which is slander. Letters of recommendation from the Port of Corpus Christi Authority and Corpus Christi International Airport rebuffed those allegations made by Mathis. Each of my previous employers were asked about what type of employee I was. Each noted that I did not have a history of gossiping, was never written up, stayed to myself, and was model employee even winning awards.

I highly recommend that all employees from June 2019-June 2020 be interviewed and the City of Mathis will be shocked to hear the level of sexual harassment that occurred and the abuse of power by supervisors. Since leaving Mathis I have been asked by officers in different agencies if I was sexually harassed in Mathis because one officer stated a friend of his was sexually harassed during an interview for the dispatcher position. A new female dispatcher was sexually harassed by an officer that required human resources to finally step in and help. There are number things that I could point and bring up and I was recently informed of by people who are not associated with Mathis Pd but have a friend there or some experienced something there. I have a legal case against Mathis for the sexual harassment and hostile work environment. I am currently considering this option because I was out of work for months because an error in unemployment my case was closed then mishandled resulting in months without pay. I lost my vehicle (repossessed) and almost my home, my kids and I were left with nothing. My entire retirement was cashed out and even now I'm still trying to recover and have too file for bankruptcy.

I hope that this matter is taken seriously because the town deserves better officers not corrupt ones. When I started there I did everything to change people's perception of the organization and did a lot of community policing. Till this day I still have residents reaching out that they miss me, especially the elderly who I checked on during my shifts. I kept a log of all my elderly and special needs adults including emergency contacts in case they got lost or something happened. A good agency and chief works for the community and with the community, however, things won't change while you have bad apples in the batch.

Sincerely,

A large black rectangular redaction box covers the signature area, completely obscuring the name and any handwritten notes.