

[REDACTED]

From: [REDACTED]
Sent: Wednesday, March 17, 2021 10:16 PM
To: [REDACTED]
Subject: Work

I am writing this on my own free will concerning work. I will be there for 2 years August 16th and in that time our chief of police might work the average of 25 hours a week. He comes in 9:30 10:00 leaves usually by 1 maybe two and then we have to call him on certain cases there's times he won't even answer his phone or return the phone call. His secretary Stephanie wood make your own hours also. Time she comes in at 9 maybe 10 she'll stay until about 3 sometimes and then sneaks off sometimes go with the EMS and spends two to three hours over there. Are there sometimes she won't even come in at all doesn't call in doesn't tell anybody. When I first started working there and I know I'm on day shift one of the first things that she told me was the never say that the chief was not in always say that he's in a meeting her also she's in a meeting even though they are not on the premises they've went home for the day. I have went to Stephanie and talk to her about problems upon dispatch and to find out she was just turning around and telling the person I have problems with so it made the situation up in dispatch just more uncomfortable. One day the chief Stephanie [REDACTED] from EMS and [REDACTED] from EMS we're outside the back door smoking I was in the doorway and [REDACTED] kick the door so hard he slammed me into the door frame the metal door frame and I was bruised my shoulder my arm. Everybody saw it the chief did not say anything about it Stephanie did not say anything about it it just went on said . She did tell me that if I wanted to write a statement I could but I thought that if I did I would be targeted after that so I did not and I was still targeted I feel by Stephanie and by [REDACTED] It seemed like all of a sudden I started getting write-ups I'm [REDACTED] and him not coming to me and asking me what if this happened or that happened he just automatically wrote me up and I did not think that was fair I didn't think it was just. The last final things by this last person that [REDACTED] trained he has decided to take my days away from me and give them the [REDACTED] because the chief wanted it and Stephanie wanted it. And the last thing I want to touch on is Brandon, he is a bully he screamed at you he cusses at you he degrades you he makes fun of you I've called him out on him being a bully in front of the chief I have talked to the chief about Brandon being a bully and nothing ever gets done .I know this but once again it makes it a hostile work environment they have to work with something like that. I feel that since I have spoke up to the chief is maybe one of the reasons why I am being pushed tonight but I also feel it's unfair. I have seen officers get fired because Stephanie doesn't like them Brandon doesn't like them they get targeted and then they're gone and it's a shame because they were decent people just wanting to come to work to do their job. I have spoken to the lieutenant about this and I have told him now I'm afraid that one day I'm going to show up to my job and I'm going to be fired because I feel they're targeting me. Ever since that incident with [REDACTED] and the back door. What's sad is our Administration the only one that comes to work on time and stays the whole day is the lieutenant. [REDACTED] comes in late a lot. I like my job, but I should not have to feel afraid to go to work

[REDACTED]

[REDACTED]

From: [REDACTED]
Sent: Thursday, March 18, 2021 9:17 AM
To: [REDACTED]
Subject: Work

I wanted to add a couple more things to my statement. There has been numerous times the chief and Brandon whether it was Outdoors smoking a cigarette or inside the building talking about their sex life, about women, cutting women down, and all you could do is walk away because you're embarrassed by the way they talk they see no harm in it I am 58 years old and I don't need to listen or hear people degrade women. This once again falls under with Brandon being a bully because if you stay something he just degrade you more. And if I say something to [REDACTED] normally it gets ignored because his buddies with them or he doesn't want to rock the boat so I don't say anything. I like my job I want to keep my job. I'm taking a big chance of writing this down and turning this in and I hope to God I don't lose my job over this. I have heard the chief and Brandon and Stephanie talk about other personnel , them put them down negative negative and I'm sure it's been done to me . Why would you talk about personnel I'm in front of other employees [REDACTED] [REDACTED] During the freeze there was two of us dispatchers that worked our butts off the only one that kept in contact with us was the lieutenant the rest could not be bothered. Morale at the police station is an all-time low and it needs to be fixed.

[REDACTED]

FW: Statement

[REDACTED]
Thu 3/18/2021 4:39 PM

[REDACTED]
Sent: Thursday, March 18, 2021 4:38 PM

[REDACTED]
Subject: Statement

[REDACTED]
I, [REDACTED] have been a police officer employed with the City of Mathis for approximately [REDACTED]. I was hired on [REDACTED] by Chief M. Roush and assigned to the patrol division. I have been a certified Peace Officer of the State of Texas for 18 years and a certified Emergency Medical Technician for 9 years had performed my duties to the best of my abilities.

While employed with the Mathis Department, I noticed the morale of the department had been very low and the stress level on a day-to-day bases has been intensely high. I noticed and have experienced low morale due to the ranked staff of the Mathis Police Department. I have also noticed the ethics and morals of this department is lacking. The morale of which I speak of is the running of the day-to-day operation and the conduct of the ranked staff. As I perform my duties as a police officer and first responder, I have felt the pressure and stress of attempting to perform my duties as a first responder. I noticed and witnessed sexual harassment upon the female staff conducted by certain officers which the ethics and honor of a police department is also in question.

While conducting my duties I feel that any mistake that was made will be in a result of termination of employment of the City of Mathis. The reason for this feeling since been on patrol I noticed several ex-employee had receive text messages from Sgt. B. Villages and informing them they must come to the police department and bring in all the gear (termination of employment) over a simple mistake and/or the officer is not performing in a way the ranked officers want in the job performance. Once speaking with the former employees, they would advise me of the situation and state to me to be careful for the ranked officers are "gunning for me". I live in fear with the knowledge that I could be terminated at any time for anything.

Other reasons for low morale I was advised that when I had to preform bleed control on an individual due to an artery being lacerated and requires the application of a tourniquet, Sgt. Brandon Villages and Chief M. Roush would be upset over the cost of the tourniquet. I also had performed CPR on an elderly female earlier this year. Due to the department failure to provide a face guard and proper equipment. I did not know when the Mathis EMS would arrive on scene with the equipment necessary to give ventilation and air flow to the female. I perform mouth to mouth resuscitation on the female, which the technique is not used anymore. The female did regain life again and lived for another two day in the hospital. I was advised that Chief M. Roush was very upset over the situation and I feared of the loss of the employment over using life saving techniques. This low moral makes the officers reluctant to perform their duties to the best of their abilities.

I have noticed and had on occasion been subject to degrading and had been belittled by Sgt. Brandon Villegas. While speaking outside in front of others Sgt. B. Villegas would use a condescending tone in his voice and sarcastic remarks with the intent that I lack intelligence. I have also while being with my family on days off that Sgt. B Villegas would call and ordered me to report for work even after I advised him, I would not be able to due to

reasons. One incident was that my vehicle at the time had broken down in the city of Sandia on my way home from work. I advised Sgt. B. Villegas of the situation and advised him I will not be able to report for duties due to I have no other way to travel to work. Sgt. Villegas ordered me to find a ride and did not care how I got to work. On other occasions during a holiday the officer would have to work alone and relied on the San Patricio County Sheriff's Office (Deputy could be in Sinton Tx) for back-up which causes safety issues for the officer.

On February 15, 2021 a winter storm hit South Texas and ice had been formed on the streets, highways, etc. preventing traveling safely. I was to report for duty that morning at 6 am. I live in the City of Alice and I attempted to travel to the City of Mathis to report for duty. While I was in route, I almost had 3 different accidents just attempting to leave the city of Alice. I was able to travel back to my residence and I informed my immediate supervisor [REDACTED] that I was unable to travel to work due to safety issues. [REDACTED] advised I needed to come to work regardless of the danger and advised I was the only one left (officers to work). I advised [REDACTED] that highway 359 is too dangerous and I was unable to travel. [REDACTED] i will need to report for work and to drive slowly. My wife was listening to the conversation. My wife was very upset and she feared for my life if I would travel to Mathis TX. I felt I had no choice and traveled to Mathis for duty.

Many officers, including myself feels if we speak on these matters to the immediate supervisors or others we would be retaliated against. Other officers and myself felt that if we had an issue with Sgt. B. Villegas or [REDACTED] that Chief M. Roush would not address the issue with them. I do feel that once the complaint was filed a target would be placed on mine and other's back to be subject for termination by the ranked staff. I also feared if attempting to leave the city of Mathis for employment at a different agency that [REDACTED], Sgt. Villegas, and/or Chief M. Roush would speak ill of my job performance and prevent further employment (AKA: Blackball).

Sincerely,

[REDACTED]
Mathis Police Department