



Mike Beebe  
Governor

State of Arkansas



# ARKANSAS STATE POLICE

1 State Police Plaza Drive Little Rock, Arkansas 72209-4822 www.asp.arkansas.gov

"SERVING WITH PRIDE AND DISTINCTION SINCE 1935"

Winford E. Phillips  
Director

March 10, 2008

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STATE POLICE  
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Trooper Thomas Weindruch

[REDACTED]  
North Little Rock, AR [REDACTED]

Re: Internal Affairs No. B 07-015

Dear Trooper Weindruch:

This letter is my final administrative decision concerning the above Internal Affairs investigation.

Mr. Bill Lawson filed a Police-Citizen complaint against you on December 13, 2007. Among his allegations were that you were: rude; abusive, threatening; that he was physically roughed up; and that you were unprofessional in arresting him on December 10, 2007. These allegations were the subject of the above referenced Internal Affairs investigation.

A Command Staff Review Board was convened on January 18, 2008 to review this matter. The Board did not find you were physically or verbally abusive to Mr. Lawson; nor did they find that the complaint as filed was substantiated; however they did find that you used "poor judgment" during this incident. A copy of the Board's findings is being provided with this letter for your information. The Board did not recommend any disciplinary action as a result of this incident.

I concur in the Board's findings; however my responsibility does not stop there. I have the responsibility for the efficient and professional operation of this department. As this department's mission statement provides:

The Arkansas State Police will maintain the confidence and respect of the public by carrying out its mission and goals with integrity and professionalism.

Section 4.020 of this department's Field Operations Policy & Procedural Manual in part:

**Officers to be Courteous.** Officers shall be patient, courteous, and respectful when dealing with the public and each other. Officers shall be tactful in the performance of their duties, shall control their tempers, exercise the utmost patience and discretion, and not engage in argumentative discussions even in the face of provocation.

From my review of the incident complained of, I can not say that you handled the situation with the professionalism which is expected from an Arkansas State Trooper. The Board found you used "poor judgment" in unnecessary verbal exchanges with the violator and on your arrest decision. If this had been the first time your judgment and interpersonal relationship with a violator was called into question perhaps a strong warning and remedial training would be appropriate, but it is not the first time.

In deciding what action is warranted I am guided by considering the factors set out in Section 5.010 of the Manual, that is: the nature of the violation; whether it was intentional; the candidness of the officer; the extent to which the violation reflects adversely on the ASP's reputation for honesty, integrity, and professionalism; prior disciplinary record; and the officer's length of service.

The incident which forms the basis of this complaint has adversely affected the reputation of the Arkansas State Police for professionalism. Further your prior disciplinary record must be considered.

A review of your work record reflects the following three Letters of Reprimand, plus a letter of warning:

On November 11, 2004, eight days before you graduated from recruit school you were involved in an incident resulting in a **Letter of Reprimand** being issued by Lieutenant Jim Johnson. In that incident it was found that you used "poor judgment."

On March 22, 2006 you received a letter from your supervisor, Lieutenant Sedrick Reed detailing your unacceptable behavior with your dealings with the general public. Lieutenant Reed warned you that your behavior was not in keeping "with the professional image of the Arkansas State Police."

On August 4, 2006 you received a **Letter of Reprimand** from Captain Gloria Weakland relating to your pursuit, in your personal vehicle, of a traffic violator. Further, once the violator was stopped your conduct was considered unacceptable and unprofessional.

On October 30, 2006 you received another **Letter of Reprimand** from Captain Weakland for an incident occurring on August 31, 2006 for the conduct you exhibited during a crash investigation. Captain Weakland stated in her letter to you, "[T]he reputation of the department was at stake and your actions were reprehensible."

The above history does not lend itself towards not imposing some disciplinary action in the immediate matter.

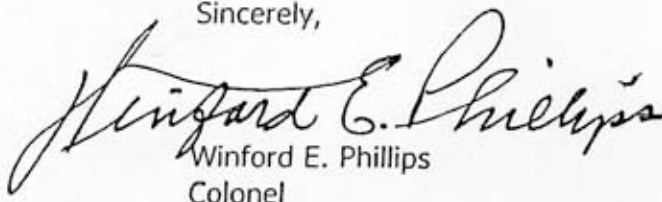
I have decided, considering your prior disciplinary record, that you should be suspended for a total of sixteen (16) hours. You are also being transferred and reassigned from the Highway Patrol Division to the Administrative Services Division of this department. You should report to Major Kathy Sparks to arrange for you suspension and duty assignment.

During your period of suspension you will be responsible for paying your health insurance premiums. You should also surrender all state owned property and take no official law enforcement actions. Further, you will be ineligible to compete for promotion for a period of one (1) year and will not be eligible to participate in any specialty assignments for a one (1) year period.

I hope that you can learn from this situation. I trust that you can put this matter behind you and, if so, you still can look forward to having a rewarding career with the Arkansas State Police.

You have the right to appeal my decision to the Arkansas State Police Commission in accordance with A.C.A. § 12-8-204 and section 5.040 of the Arkansas State Police Field Operations Policy & Procedure Manual. Any such appeal must be in writing and lodged with the commission within ten (10) calendar days from receipt of this letter. You may file the appeal with the Director of the Arkansas State Police. You should be aware that the Commission has the authority to approve this disciplinary action or they may enhance or diminish such action.

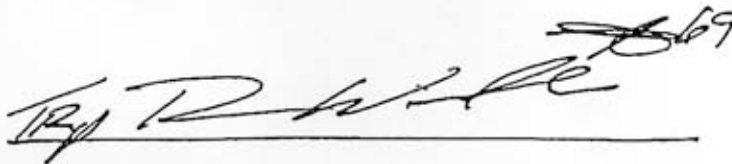
Sincerely,

  
Winford E. Phillips  
Colonel

cc: Lt. Colonel Tim K'Nuckles  
Major Ed Wolfe  
Major Kathy Sparks  
Major Les Braunns  
Captain Gloria Weakland  
State Police Commissioners  
Personnel File of Trooper Thomas Weindruch  
IA File B 07-015  
08-102

RECEIVED :

4:15 pm. MON. MAR. 10, 2008

  
Ed Wolfe