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From: Media And Communications Office < Media And Communications Office@dps.texas.gov >

Date: Fri, Apr 3, 2015 at 1:03 PM

Subject: Updated Trooper Photo Response

To: Media And Communications Office < Media And Communications Office @dps.texas.gov>

In an attempt to correct the misreporting and mischaracterization of events surrounding a photograph of a DPS trooper in uniform with Calvin Broadus, also known as "Snoop Dog" – a convicted drug offender – the department provides the following factual information:

State law generally limits DPS in publicly disclosing or discussing specific personnel issues unless they result in disciplinary action as outlined in Government Code 411.00755 and 411.0072. This same law, however, does not prohibit an individual or their attorney from making these matters public – but the fact remains that DPS is restricted by law in what it can release regarding personnel issues.

Not unlike countless organizations in both the public and private sectors, DPS supervisors counsel, mentor and coach employees on a regular basis when such opportunities arise, which may include a simple verbal or written form of supervisory direction to point out or correct behavior or poor judgement. Such actions do not constitute "formal" discipline by the department and are not maintained in an employee's permanent personnel file. Additionally, such actions – by design and as prescribed in the Government Code – are generally precluded from being released to the public, as they do not rise to the level of formal discipline.

However, one certain way for an employee's statutorily protected information to be exposed to the public is for the employee to take it upon themselves to divulge such information.

The department holds all of its employees to high standards of conduct and judgment. At the same time, DPS takes varying degrees of action to address varying degrees of personnel matters that may arise – including the minimal action of supervisory counseling, mentoring or coaching.

Please note – many publications have misused the term "counsel/counseling" as it relates to the department's actions. Many publications have incorrectly characterized what is essentially a <u>one-time coaching opportunity</u> by a supervisor, and instead have described the term as an ongoing disciplinary action or mandatory psychological review – both of which are patently false.

Texas Department of Public Safety Media and Communications Office (512) 424-2081