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BRENHAM POLICE DEPARTMENT

1800 LONGWOOD DRIVE



To: Sergeant Joe Merkley
From: Craig U. Goodman
Subject: Disciplinary hearing – IA 17-215
Date: August 3, 2017

In the afternoon of July 25, 2017, you (Sergeant Joe Merkley) were made aware of an internal investigation in which it had been alleged you acted inappropriately with a civilian employee. [REDACTED] alleged she was the victim of sexual harassment and named you as the offender. For internal investigative purposes, a list of questions were provided to you by Captain Dant Lange and your responses have been evaluated.

You acknowledged making inappropriate comments of a sexual nature to [REDACTED] and that the behavior was reciprocated by her. You also acknowledged that these inappropriate comments/behaviors occurred during on-duty hours using a city owned cell phone, desktop computer and/or assigned patrol vehicle.

On the date you were informed about the allegation, you made a comment to Chief Goodman and Captain Lange that it was you who was the victim of sexual harassment. The investigation revealed you made no attempt to inform a supervisor that you were the victim of sexual harassment. In addition, you admitted that you had purposely deleted any and all evidence (text messages and emails) related to this relationship and its circumstances.

The internal affairs investigation and digital evidence revealed that your actions violated the following Brenham Police Department policies:

Policy 1.1 Mission, Values, and Written Directive System III. Agency Mission and Values
A. Mission 1. The mission of the Brenham Police Department is to proudly serve the community by protecting our citizens, enforcing the law, and working in partnership with the public to enhance the quality of life by holding ourselves to the highest standards of performance and ethics. **VI. Compliance with Directives A.** All employees of this Department shall read, adhere to, and are held accountable for all directives, policies, procedures, rules, and instructional training material.

"NO MAN IS ABOVE THE LAW AND NO MAN IS BELOW IT; NOR DO WE ASK ANY MAN'S PERMISSION WHEN WE REQUIRE HIM TO OBEY IT." THEODORE ROOSEVELT