



Kenny Seymour
Police Chief

FULSHEAR POLICE DEPARTMENT

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DISPOSITION OF COMPLAINT

To: Officer Michael Adam Schoof

Reference: IA-20260409-1

Date: April 10, 2026

On April 1, 2026, a formal complaint was filed against you by Sergeant K. Zieschang alleging that you did not respond to a court proceeding on March 30, 2026, in which you were formally subpoenaed. Subsequently, on April 6, 2026, you failed to report to your shift at the specified time based on your assignment.

The policies cited were:

320.6.5 - Attendance

325.4 - Failure to Appear

A review of all the facts and circumstances surrounding the two incidents was conducted. Based on those findings the follow dispositions are given:

With regard to the allegation of violating policy **320.6.5 Attendance**, you reported to your shift after the established time. It is the expectation that every police officer understands the importance of following policies and procedures to the extent of their purpose. Any deviation of a policy or procedure creates operational dysfunction in the department. Based on the findings in the investigation, I find grounds to **"Sustain"** the charge against you.

With regard to the allegation of violating **325.4 Failure to Appear**, you did not appear to the court after being summonsed by a court subpoena. Not meeting your obligatory duties upon being subpoenaed to a scheduled court proceeding is inexcusable. Not only does it jeopardize the outcome of the case, but it detracts from the professionalism and competence in your involvement in the case. Based on the findings in the investigation, I find grounds to **"Sustain"** the charge against you.

In addition to the aforementioned findings, you have consistently created a history of failing in the two areas you have been cited for. Specifically, you were reprimanded for the following incidents where discipline was administered against you:

November 20, 2017 – **Attendance and Failure to attend to court** (Verbal counseling)

September 27, 2018 - **Attendance and Failure to attend court** (Written reprimand)

October 14, 2019 - **Failure to attend court** (3-day suspension)

May 23, 2023 - **Attendance and Failure to attend court** (Verbal counseling)


January 13, 2025 - **Attendance** (Verbal counseling)

October 6, 2025 – **Attendance** (Written reprimand)



During your employment with the Fulshear Police Department, you have been cited for numerous violations of policy and procedure. It is evident that your supervisors have made considerable efforts to support you in meeting the basic expectations outlined in department policy. Reporting to work on time, prepared to perform your duties, and fulfilling your obligations to the courts when subpoenaed are fundamental responsibilities of a Fulshear Police Officer. Your continued failure to meet these expectations undermines your professional credibility and raises serious concerns about your ability to perform the essential functions of this position.

Upon review of your disciplinary history, you received a seven (7) day suspension for violating departmental policy in connection with a Civil Standby incident on December 30, 2024. As part of that disciplinary action, you were clearly advised that any subsequent violation of department policy would result in termination. Due to your continued failure to meet established standards, your employment with the Fulshear Police Department and the City of Fulshear is terminated effective immediately.



Kenny Seymour
Chief of Police