



LOUISVILLE METRO POLICE DEPARTMENT

GREG FISCHER
MAYOR

ERIKA SHIELDS
CHIEF OF POLICE

June 15, 2021

Officer Matthew Schrenger
Badge No. 7802

Professional Standards Case #21-006

Dear Officer Schrenger,

An investigation was initiated pursuant to KRS 67C.326 concerning any violations of the Louisville Metro Police Department's rules, standards, policies and procedures. This investigation was in regard to your involvement in an incident which occurred February 20, 2021. The Professional Standards Unit investigation is complete. I have reviewed the case file associated with the investigation and have reached my own conclusions and opinions based upon the facts and evidence.

From these facts, it is not disputed that you arrived at the EMW Women's Clinic on February 20, 2021 and participated in protest activity. This clinic is an abortion provider and has been the site of years of protest activity. You were in full uniform on your arrival, although you did attempt to cover it up.

Although there is no question that you participated in protest activity while in uniform, due to your attempt to hide your uniform and the failure to consistently enforce SOP 5.1.19 as well as the statute, the following is the result and my final action in regard to my investigation into this matter:

Violations of:

Standard Operating Procedure 5.1.2 Obedience to Rules and Regulations	- Not Sustained
Standard Operating Procedure 5.1.3 Conduct Unbecoming	- Not Sustained
Standard Operating Procedure 5.1.19 Politics	- Not Sustained

KRS 67C.317(4) prohibits officers from fostering, promoting or being "concerned with any actions involving political or religious controversies or prejudices while wearing their uniform." I am cognizant of the fact that no officer is required to give up First Amendment rights simply because they are an officer and a public servant retains the right to comment on matters of public concern. However, that right is not without its limits. A public employer is allowed to place reasonable time, place and manner restrictions on its employees and to maintain its *own* interests in promoting the efficiencies of services it provides to the public. At times, the interests

of the public employer outweigh the interests of the public servant and the employer can impose limits on that servant's speech.

You are hereby placed on notice that strict compliance is now required of both KRS 67C.317(4) as well as SOP 5.1.19.

Sincerely,



Erika Shields, Chief
LOUISVILLE METRO POLICE DEPT.

Cc: Legal Advisor's Office
Professional Standards Unit
LMPD HR
Metro HR

Louisville Metro Police Department

Standard Operating Procedures	SOP Number: 5.1
	Effective Date: 08/07/03 Prv. Rev. Date: 10/01/20 Revised Date: 07/05/21
	Accreditation Standards: KACP: 4.5, 12.1, 26.1, 26.3
Chapter: Rules and Conduct	
Subject: Rules and Conduct	

5.1.13 ASSOCIATIONS WITH PERSONS OF QUESTIONABLE CHARACTER

Members will not knowingly associate with persons who they should reasonably know to be criminals, persons under criminal investigation or indictment, or who have reputations in the community for present involvement in felonious or criminal behavior, except as necessary in the performance of official duty.

5.1.14 FREQUENTING QUESTIONABLE ESTABLISHMENTS

Members will not knowingly enter or frequent an establishment where ordinances or laws are violated, except as necessary in the performance of official duty.

5.1.15 POSTING OF BOND

Members are prohibited from posting bond for any person under arrest, with the exception of a member's immediate family. Other exceptions can be made upon approval of competent authority.

5.1.16 RECOMMENDING SERVICES

Members performing official duties, or otherwise representing the department, will not endorse a particular professional or commercial service.

5.1.17 CRITICISM OF THE DEPARTMENT

Members will not publicly criticize or ridicule the department, its policies, or other members by speech, writing, or expression or in any other manner when such expression is defamatory, obscene, unlawful, or made with reckless disregard for the truth.

5.1.18 INTERFERING WITH JOB PERFORMANCE

Members will not interfere with other members' lawful job performance or withhold, alter, or conceal information related to job performance. Furthermore, members will not authorize, instigate, condone, excuse, participate in, ratify, or support any job action that interferes with, or brings discredit upon, the department or its efficiency.

5.1.19 POLITICS AND RELIGION

When in uniform or in a marked departmental vehicle, members are viewed as representatives of the LMPD by the public. While the LMPD respects and values the First Amendment rights of its employees, those rights have limits when their exercise interferes with the efficient operations of the department. Therefore, it is of utmost importance to the mission of the LMPD that its members be seen as impartial when providing police services.

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5.1.19 POLITICS AND RELIGION (CONTINUED)

Recognizing the above and in compliance with KRS 67C.317, members will not be active in politics or work for the election of candidates while on-duty. Members will not foster, promote, or be concerned with any actions involving political or religious controversies or prejudices while wearing their uniform. Members will not drive their departmental vehicle to the site of any activity or function that involves political or religious controversies or prejudices in which they intend to participate.

While off-duty and not wearing the uniform, members may engage in political and religious activity pursuant to the law.

5.1.20 DISSIDENT GROUPS

Members will not, except in performance of their duty, knowingly associate with any persons or organizations which advocate hatred, oppression, or the persecution of any person or group.

5.1.21 PREJUDICE

Members will not express any prejudice concerning an individual's actual or perceived race, ethnicity/national origin, immigration status, language fluency, gender, gender identity/expression, sexual orientation, religion, socio-economic status, housing status, occupation, disability, age, politics, or other similar personal characteristics.

5.1.22 SEXUAL ACTIVITY

Unless necessary in the performance of official duty and with the approval of the member's commanding officer, members are prohibited from soliciting, or engaging in, sexual conduct or activity:

- While on-duty.
- In a police vehicle under control of the department.
- In, or at, a police or governmental facility.
- Utilizing LMPD or Louisville Metro Government computer systems or networks.

5.1.23 GIFTS AND GRATUITIES

Members will not accept any reward, gift, fee, gratuity, loan, token, or money for favors provided as an inducement to perform, or refrain from performing, any official act.

5.1.24 RANDOM DRUG TESTING

The LMPD is a drug-free workplace and has zero tolerance for illegal or illicit drug use by LMPD members. Random drug testing is performed in accordance with current collective bargaining agreements.