

# TEXAS DEPARTMENT OF PUBLIC SAFETY

5805 N. LAMAR BLVD • BOX 4087 • AUSTIN, TEXAS 78773-0001

512/424-2000

[www.dps.texas.gov](http://www.dps.texas.gov)



STEVEN C. McCRAW  
DIRECTOR  
DAVID G. BAKER  
ROBERT J. BODISCH, SR.  
DEPUTY DIRECTORS

March 1, 2016



COMMISSION  
A. CYNTHIA LEON, CHAIR  
MANNY FLORES  
FAITH JOHNSON  
STEVEN P. MACH  
RANDY WATSON

Brian Encinia  
Texas Highway Patrol  
3714 FM 359, Bldg. B, Suite 1  
Pattison, Texas 77466

Dear Mr. Encinia:

I have carefully considered all the points raised by you in our meeting on February 5, 2016. I have determined that you have not rebutted the charges set out in the statement of charges of January 28, 2016. No cause has been presented to alter my preliminary decision. Therefore, it is now my decision that you be discharged from the Texas Department of Public Safety effective at 5:00 p.m., upon the date you receive this letter, pursuant to the authority vested in me by Section 411.007, Government Code.

As an employee who has served more than one year with the Department, you have the right to appeal my action to the Public Safety Commission pursuant to Section 411.007, Government Code, and Department of Public Safety General Manual Section 07.46.02(1). If you wish to exercise your right of appeal, such notice of appeal must be given in writing and received by the Public Safety Commission Liaison, within fifteen (15) days from the date you receive this letter. A written submission may be faxed to (512) 424-5708, mailed to Texas Department of Public Safety, P.O. Box 4087, Austin, Texas 78773-0124, or emailed to [PSCLiaison@dps.texas.gov](mailto:PSCLiaison@dps.texas.gov).

Sincerely,

A handwritten signature in black ink that reads 'Steven C. McCraw'.

Steven C. McCraw  
Director

SCM:DPA:js

cc: David G. Baker, Deputy Director, Law Enforcement Operations  
Luis A. Gonzalez, Assistant Director, Highway Patrol Division  
Duane Steen, Regional Commander, Region 2  
Dwight Mathis, Major, Region 2  
Norma Cortez, Deputy Assistant Director, Human Resources  
Rhonda Fleming, Inspector General, Office of Inspector General  
D. Phillip Adkins, General Counsel, Office of General Counsel  
OIG2015-0313

Brian Encinia  
OIG2015-0313

**RECEIPT**

I acknowledge receipt of the original document dated March 1, 2016, signed by the Director of the Department of Public Safety, regarding the status of my employment.

Signature:  Date/Time: March 02, 2016 10:17 AM  
(Brian Encinia)

Witness:  Date/Time: 03/02/16 10:17 AM