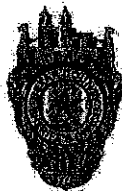


Reduced to 6 days 9-10-15



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

Date: 08/02/2015

LE/Deputy: Charles Glaze # 1383

Employee #32629

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for (15) days from the position of Deputy Sheriff - Law Enforcement for violation of the following:

Bexar County Sheriff's Office Civil Service Rule:

Chapter IX – Discipline/Disciplinary Action

Section 1. General

Subsection 9.02

(J.) – Poor job performance.

(O.) – Conduct or action that would seriously impair job effectiveness.

(P.) – Conduct which has proven detrimental or has an adverse effect on the Sheriff's Office.

By your actions, you are also in violation of the following rules and regulations in the Department General Manual of Policy and Procedure:

5.02 – Performance of Duties

5.14 – Proper handling of Evidence

5.17 – Efficiency

5.24 – Conduct Unbecoming an Officer

5.36 – Misappropriation of County Property and Equipment

5.45 – Bringing Discredit

6.03 – Requirements to take action

19.01 – Proper Collection and Handling of Evidence

19.11 – Legal Requirements Regarding Seized Property

Specifically, the reason for this action is:

On June 9th, 2015, a bicycle was found in the conference room of the North substation, located at University Oak, San Antonio, Texas. This conference room is controlled by Bexar Metro911. Upon inquiring as to how this bicycle ended up in the substation, it was reported that you had left it in the patrol unit upon completing your shift that morning. A response to my inquiry with 3rd shift Supervisors sent by Sgt. Burchell indicated that he spoke with you regarding the bike. You reported to him that you took a call where a bike was stolen and you later found this bike in a dumpster, to which you were going to repair and then give this bike to the kid who had his stolen.

An in-house assignment report was completed by you which indicated last Thursday, you came across this 7yr old boy in front of your mother's house, who had his bike stolen. You looked in the area with negative results and advised the parents to file a theft report with SAPD. Upon

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Susan Pamerleau

Sheriff

Bexar County, Texas

coming across this particular bike, your intent was to repair it and give it to him, since someone had thrown it in the trash. You report that you ran the serial number and it had not been reported stolen, therefore, you placed it in the rear of the patrol Tahoe. Due to being tired, you forgot it was in there until receiving a call from 1st shift (Toby Flores) about it. 2nd shift (Hector Casals) was unable to leave it in the Tahoe due to space requirements and ended up placing it in the office. You end your report with "due to the bicycle being such an issue and or inconvenience for everyone at the substation today, I felt it was better to take it to the property room and log it in as found property (2015-BCSO-023139) so the county can sell it at a later date if the bicycle is not claimed."

You completed an offense report for Found Property (2015-BCSO-23139) upon your return to work on 06/09/15. You indicate the bicycle was found at 4259 TPC PKWY on 06/09/15 @ 0105 hrs. This location is reported to be under construction and you found this bicycle in a dumpster. You report the bicycle had flat tires, chain a little rusty and front brakes did not work, but overall in fair condition. You also report that you ran the serial number, but no confirmation indicating it may have been reported stolen. After putting it in the Tahoe, you forgot it was there upon completing your shift. Upon coming back to work, you took it to the property room, submitting it as found property.

Using AVL and starting with the date and time you report finding the bicycle...

On 06/09/15, after leaving a noise disturbance at 5707 TPC Parkway at 0102 hrs, you were driving until 0111 hrs along TPC Parkway. At 0112, a license plate inquiry is made at Cibola Canyons/TPC Parkway (Incident #BCSO-2015-0180258). You clear the incident by 0114 hrs and continue driving along TPC Parkway, not returning to the area at all. Within 2-3 minutes, you had cleared a suspicious vehicle parked in the back of the complex near construction boxes and retrieved a bicycle from a dumpster. This intersection is the closest to the given address of 4259 TPC Parkway, where you claim to have found the bicycle. You also claim to have run the bicycle serial number to check for stolen, to which you had negative results.

Upon returning to work on 06/09/15, you create an incident for Found Property BCSO-2015-0181658, requesting case #2015-BCSO-023139. In the narrative, you report that you ran the serial number with negative results of it being reported stolen. However, a property check query of the bicycle serial number td1086110121 was made on 06/09/15 at 2343 hrs, while at the property room. No inquiry of the serial number was found prior to this.

The following persons have may have knowledge or information on this incident:

Sgt. Chris Burchell #1760

Lt. Eric Colbert #801

The following documents are attached to and are a part of this action:

Email inquiry 06/09/15 @ 3:52pm (from T. Roach to 3rd shift supervisors)

Email response 06/09/15 @ 6:36pm (from C. Burchell to T. Roach)



Susan Pamerleau
Sheriff
Bexar County, Texas

In-house blue form (reporting Officer C. Glaze)
Incident Detail Report BCSO-2015-0180258
Incident Detail Report BCSO-2015-0181658
Offense Report – Found Property 2015-BCSO-23139
Picture of bicycle
AVL reports for 3A21 (from 06/08/15 to 06/10/15)

Corrective action on your part is required.

You are to read and become familiar the Bexar County Sheriff's Office Policy and Procedure Chapter 5 (.02, .14, .17, .24, .36, .45), Chapter 6.03 and Chapter 19 (.01, .11) You are also to read and become familiar with Bexar County Civil Service Rule 9.02 (J), 9.02 (O) and 9.02 (P). You will further ensure that your job performance and work product is at an acceptable and satisfactory level and not continue to deteriorate. Additionally you will turn in all reports and evidence to their proper place at the end of your shift every day.

You are further advised that your performance will be monitored and continued unsatisfactory performance will result in more serious disciplinary action, to include termination, according to Civil Service Rules.

You may respond in person or in writing to the undersigned, explaining or countervailing said specific charge. Said response must be made within five (5) business days after service of this notice to you.

Capt. Tom Roach #500

Captain Tom Roach #500
Patrol

cc: 1) Original –Personnel file 2) Employee 3) administrative file

The foregoing Notice of Proposed Suspension was served upon Deputy Charles Glaze #1383 on the 11 day of August, 2015.

By:

Sgt. Charles Glaze
Server's Signature

Sgt. Charles Glaze
Printed Name

Receipt acknowledged:

Charles Glaze
Employee Signature

CHARLES GLAZE
Printed Name