

Reduced to 1 day 2-17-15



Susan Pamerleau  
Sheriff  
Bexar County, Texas

**NOTICE OF PROPOSED SUSPENSION**

Employee: Charles Glaze # 1383 Emp. #32629 East Patrol "C" Shift  
Date: August 06, 2014

**You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for ( 3 ) days from the position of Deputy Sheriff - Law Enforcement for violation of the following:**

Bexar County Sheriff's Civil Service Rules (CSR):

- 9.02 (J) Poor job performance.
- 9.02 (P) Conduct which has proven detrimental or has an adverse effect on the Sheriff's Office.

Bexar County Sheriff's Office Manual of Policy and Procedure (MPP):

- 5.02 Performance of Duties
- 5.12 Duty to Report Information
- 5.14 Proper Handling of Evidence
- 5.17 Efficiency
- 6.09 Reporting Crimes
- 19.06 (C) Officers Processing Crime Scene for Latent Prints

**The specific reasons for this action are:**

On June 27, 2014 the Academy staff was removing the lockers from the south substation. While clearing out the lockers it was discovered you had personal effects and left some evidence/ four latent finger print cards with prints in a locker. The evidence was from April 22, 2014 under BCSO case 2014-016508. Your name was on the fingerprint cards from a crime scene and you are listed as responsible for this case. You failed to properly log and secure evidence. Additionally there was an offense report dated April 29, 2014 with case number 2014-BCSO-017709 that had not been turned in.

**The corrective action required:**

You are to read and become familiar the Bexar County Sheriff's Office Policy and Procedure chapter 5.02, 5.12, 5.14, 5.17, 19.06. You are also to read and become familiar with Bexar County Civil Service Rule 9.02 (J), 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.



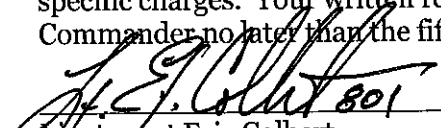
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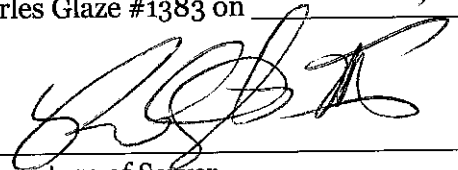
Be advised that continuing to perform your duties at a poor and unsatisfactory level may result in your dismissal from the Sheriff's Office.

You are informed and advised that you may respond to this Notice of Proposed Suspension to the undersigned, in person or in writing, to explain or countervail said specific charges. Your written response must be received and time stamped by the Shift Commander no later than the fifth (5th) business day following receipt of this document.


  
Lieutenant Eric Colbert  
East Patrol "C" Shift Commander

The Foregoing Document was served upon Charles Glaze #1383 on 08/09/14  
2014 by:

Sgt RAYMOND ORTEGA #730  
Printed Name/Badge of Server

  
Signature of Server

I acknowledge receipt of this Document.

  
Signature of Employee

Date @ 8/9/14

Original: 1) Personnel File  
3) Section File

2) Employee  
4) Employee Disciplinary/Grievance Technician