

Reduced - Agreed 1 day Suspension

4/26/16



Susan Pamerleau

Sheriff

Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Deputy Charles Glaze

EMPLOYEE #: 32679

DATE: April 13, 2016

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for Ten (10) days from the position of Deputy Sheriff - Law Enforcement for violation of the following:

Bexar County Sheriff's Civil Service Rules, Chapter IX, Section 9.02:

- J. Poor Job Performance
- O. Conduct or action that would seriously impair job effectiveness

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

5.37 Operation of County Motor Vehicles

The specific reason(s) for this action:

On March 17, 2016, at approximately 0049 hours, you were driving Unit 8445 and were traveling northbound on W. Loop 1604, exiting Babcock Rd. You were doing research on the computer on a suicidal person related to your call, when you veered into the right lane of traffic, striking a 2013 Hyundai Elantra on the left side rear door. You and the driver of the Hyundai stopped. Your assigned unit sustained minor damage to the right side front end. The Hyundai sustained damage to the left side rear door.

Your exhibited driving behavior was in violation of BCSO Policy, you did not operate your vehicle in a careful and prudent manner and you demonstrated driver inattention.

Other person(s) that have knowledge of the incident are:

Sgt. Shane Hubner
Deputy Troy Dominguez
Lt. Roland Schuler

16-04-010

A handwritten signature, likely of the Sheriff, in the bottom right corner of the document.



Susan Pamerleau

Sheriff


Bexar County, Texas

Sgt. Raymond Ochoa
Sgt. Jerry Garza

Corrective Action: In the future, you will be attentive to your surroundings when operating a county motor vehicle. You shall operate county motor vehicles in a careful and prudent manner. Your job performance will be monitored and further persistence in this behavior may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

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


If you have any questions on your Civil Service rights, you may contact the Civil Service Commission.


Captain Don Tijerina
Patrol Division West Commander

The foregoing Document was served upon Charles Glaze on

April 14, 2016, at 0200 hours by:

Sgt. B. BARRICK #360
Printed Name/Badge of Server


Signature of Server

I acknowledge receipt of this Document.


Signature of Employee

Copy: 1) Employee