

Reduced to 1 day 3-21-15



Susan Pamerleau

Sheriff

Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

Date: 03/05/2015

LE/Deputy: Sgt. Shane Hubner

Employee: 12775

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for (3) days from the position of Law Enforcement Sergeant 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.

(P.) – Conduct which has proven to be 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

5.35 Care of County Property and Equipment

5.37 Operation of County Motor Vehicles

5.41 Liability of Employees Regarding Motor Vehicles

Specifically, the reason for this action is:

On February 03, 2015, at approximately 0551 hours the vehicle (8548) you were driving experienced a critical mechanical malfunction; specifically the left rear tire was deflating. Rather than pulling over and stopping, you continued on to the Bexar County Sheriff's Office Patrol Building traveling approximately 6.8 miles.

Lt. A. von Muldau had been previously notified, by BCSO dispatch, about a Patrol Tahoe traveling east on 410 S. When you arrived at the Patrol Building he made contact with you, observing the left rear tire shredded, wrapped around the brake / axle mechanism. When he spoke with you about the incident you stated, "I didn't want to pull over, I was so close..." You further informed him that the tire was still inflated until you got to the intersection of Southton Rd and Farm Rd.

Lt. A. von Muldau took possession of the vehicle and had the tire changed. Upon inspection of vehicle, damage was observed to the electronics and parts associated with the wheel assembly. The cost to repair the wheel assembly was \$643.89.



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Your actions caused further damage to the vehicle and set a bad example to your subordinates; putting the community at risk, the Bexar County Sheriff's Office asset (approximately \$52,000 Patrol Tahoe) at risk but more importantly yourself at risk rather than stopping the vehicle and properly assessing the problem.

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

Lt. Aaron von Muldau #1501

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

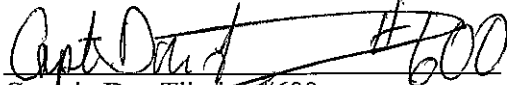
1. Unit Activity (AVL) report
2. Cost estimate for damage to vehicle

Corrective action on your part is required.

You need to review the Bexar County Policy and Procedure Manual specifically addressing sections 5.02 (Performance of Duties), 5.35 (Care of County Property and Equipment), 5.37 (Operation of County Motor Vehicles) and 5.41 (Liability of Employees Regarding Motor Vehicles).

You are further advised that your performance will continue to be monitored. Patterns of abuse on your part 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.


Captain Don Tijerina #600

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

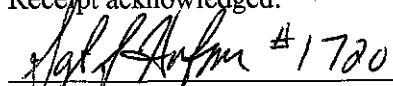
The foregoing Notice of Proposed Suspension was served upon on the 5th day of March, 2015.


By:


Server's Signature


Printed Name

Receipt acknowledged:


Employee Signature


Printed Name