

Reduced to 4 days 4-15-15



Susan Pamerleau  
Sheriff  
Bexar County, Texas

12/23/14

### NOTICE OF PROPOSED SUSPENSION

**EMPLOYEE:** Deputy John Lauer #3082, 1st Detail - Booking Operations  
**DATE:** December 23, 2014

*You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you without pay for a total of fifteen (15) days from the position of Detention Officer for the violation of the following subsection(s) of Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:*

- J. Poor job performance
- O. Conduct or action that would seriously impair job effectiveness
- P. Conduct which has proven to be detrimental or has an adverse effect of the Sheriff's Office

In addition, to the following sections of the Bexar County Sheriff's Office Policy & Procedure Manual:

5.02 Performance of Duties

**The specific reason(s) for this action:** On Thursday, December 18, 2014, you were assigned to the Inside Court Desk of the Bexar County Adult Detention Center's Booking Area, located at 200 N Comal San Antonio, Texas. You received a court capias from County Court #14, case #477646 which indicated that inmate Marina Rivera #1041834 had been sentenced to "3 MTHS 10 DYS IN JAIL" with 12 days "CFTS". You improperly stamped the capias with "judgment satisfied" and signed off on the document. You proceeded to forward the document to the releasing desk where ultimately the inmate was erroneously released.

**Other person(s) who have knowledge of the incident include:**

Sgt. Jerri Harrison #1390  
Sgt. Brian Kramer #3020  
Deputy Andrew Bravo #1132



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Bexar County, Texas

**The corrective action required:** In the future, you will comply with any memorandums, orders, policies, or instructions as per Section 5.02 of the Sheriff's Office Manual of Policy and Procedure, which states in part, "An employee shall not perform their job assignments .... by failing to exercise diligence, proper demeanor, intelligence, and interest in the pursuit of their duties." Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, may result in more serious disciplinary action up to and including dismissal from the Sheriff's Office.

You are further advised that you may grieve this Notice of Proposed Suspension in person or in writing to the undersigned, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by supervision/management in the shift commander's office at the main jail no later than the fifth (5th) business day following receipt of this document.

*LT. E*  
Lieutenant Eleazar Villareal #1151  
Booking Operations Supervisor

The Foregoing Document was served upon Deputy John Lauer #3082 on 12-23, 2014 at 1417 hours by:

*LT. Eleazar Villareal #1151*  
Printed Name/Badge of Server

*LT. E*  
Signature of Server

I acknowledge receipt of this Document:

*John Lauer 3082*  
Signature of Employee

Original: 1) Personnel File

Copy: 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician