

Reduced to 4 days combined
with another discipline. 4-17-14



Susan Pamerleau
Sheriff
Bexar County, Texas

[Signature]
2/20/14

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Officer Adam Miller #4067, 2nd Detail – Booking Operations
DATE: January 29, 2014

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you without pay for a total of three (3) 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 January 9, 2014, you were assigned to the Bexar County Adult Detention Center's Booking Area, located at the Central Magistrates Office which operates out of the City of San Antonio Municipal Court building located at 401 S. Frio. You verified an out of state warrant from the state of Georgia on an arrestee by the name of Juan Moreno, SID# 1023411. In the report you submitted on this incident, you in fact indicated, that you noticed that the fingerprint did not match the arrestees.

Your report also indicates that the Georgia warrant had a photograph that matched the arrestee and after discovering these major discrepancies in the arrestee's identification, you elected not to notify a supervisor, but instead signed off verifying that this subject was in fact the person wanted on the Georgia warrant. Thus affecting a chain of events, which ultimately resulted with the incarceration of Juan Moreno in the Bexar County Adult Detention Center for a total of six (6) days.

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

Lt. Victor Quintanilla #1350
Sgt. Alejandro Sanchez #1830
SAPD Ofc. Joseph Bradley #1443
Fingerprint Examiner, Manuel E. Alvarez #17291



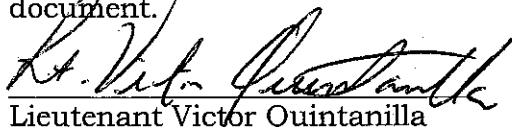
Susan Pamerleau

Sheriff

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.

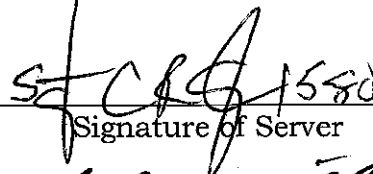
You are further advised that you may grieve this Notice of Proposed Suspension in person or in writing to the undersigned, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by supervision/management in the shift commander's office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

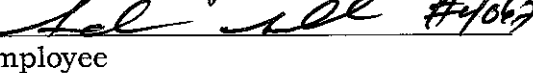


Lieutenant Victor Quintanilla
Booking Operations Supervisor

The Foregoing Document was served upon Officer Adam Miller #4067 on 26th, 2014 at 2235 hours by:

Printed Name/Badge of Server


Signature of Server

I acknowledge receipt of this Document:  #4067
Signature of Employee

Original: 1) Personnel File

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