

Reduced to 3 days 7-18-14



Susan Pamerleau
Sheriff
Bexar County, Texas

6/22/14

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Officer John Lauer #3082, 1st Detail - Booking Operations
DATE: May 19, 2014

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you without pay for a total of five (5) 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 Tuesday, May 13, 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 prepared the rider for Inmate Jesse Garcia's, SID#694675 release. The court directive dated May 13, 2014 from D290th Judge Melissa Skinner indicated Inmate Garcia was continued on probation with a 30 day sanction to remain in BCADC. The order also indicated "credit for time served" with 23 days credit. In the report you submitted on this incident, you in fact indicated, that you read the directive and placed your initials in four (4) different places. You stated you generated a worksheet to calculate the days remaining on the sentence but you placed the wrong information, resulting in a release date as of 05-05-14.

If you had correctly placed the right information, the release date would have been 05-20-14. There was no worksheet attached to the rider as to indicate the correct calculation. The rider was prepared and passed over to the Release Desk, where Deputy Bravo #1132 released and dropped Inmate Garcia from CJIS at 1244hrs thus affecting a chain of events, which ultimately resulted with the early release of Jesse Garcia from the Bexar County Adult Detention Center.

Other person(s) who have knowledge of the incident include:
Sgt. Alejandro Sanchez #1830

✓ 14-148



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.

LT E 11:08
Lieutenant Eleazar Villareal #1151
Booking Operations Supervisor

The Foregoing Document was served upon Officer John Lauer #3082 on July 1, 2014 at 11:08 hours by:

Printed Name/Badge of Server

Lt. Mike Quintavilla
Signature of Server

I acknowledge receipt of this Document:

[Signature]
Signature of Employee

Original: 1) Personnel File

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