

DETENTION ADMINISTRATION
ADMIN & ACCRED
2016 APR -6 PM 4:16

Reduced to 6 days 5-11-16/13



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved [Signature]
Date 4/5/16

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Officer Kailin W. Kruger #1958, 2nd Detail Annex
DATE: April 4, 2016

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **Seven (7)** days from the position of Detention Officer for violation of the following subsection(s) 9.02 of the Bexar County Sheriff's Office Civil Service Rules:

- C. Insubordination – Unwilling to submit to Authority
- J. Poor Job Performance
- P. Conduct which has proven to be detrimental or has an adverse affect on the Sheriff's Office.

Also violation of the following section of the Bexar County Sheriff's Office Detention Manual of Policy and Procedure

900.24-01 Items Prohibited in the Secured Areas (G: glass items)

Specifically: On Sunday, April 03, 2016 at approximately 1850 hours Sgt. Reginald Worlds #1310 entered Unit Four Bravo (4B) to which you were assigned for the shift. You were being relieved by Corridor 125 Officer Ruby Perez #3043 when he entered the Unit. A glass e-liquid vapor juice bottle was observed on the Officer Station by Sgt. Worlds. The bottle was confiscated and immediately removed from the secured area. Upon your return from being relieved you noticed the bottle was missing and made contact with Sgt. Worlds. At that time you were informed the item was confiscated due to it being prohibited in a secured area. Once the shift was complete the prohibited item was returned to you.

You previously had a bottle of vapor stolen from you in Unit 5A (ADCA022416-22) in which you chose not to inform the Sergeant about it until it was too late to rectify the issue. This issue resulted in two inmates being involved in a physical altercation. At no time was the bottle recovered. You were advised during this incident to be more cautious and reminded to pay closer attention to your surroundings along with potential security breaches.

Other persons who have knowledge of this incident include: Officer Ruby Perez & Cpl. Elizabeth Hernandez

The corrective action required: In the future, you will comply with 900.24-01 A (1)(g) which states The following items are prohibited in the secured area for Uniform Staff which included glass items. Be advised that repetition of this action (or lack of action), which resulted in this Notice of Proposed Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.



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NOPS – Officer Kruger, Kailin #1958

Page 2

Previous correction action: You received a Letter of Counseling for the previous incident.

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

Captain Avery D. Walker #1700
2nd Detail Shift Commander

The Foregoing Document was served upon Officer Kruger, Kailin W. #1958 on April 6, 2016 at 2129 hours by:

Printed Name/Badge of Server

Signature of Server

I acknowledge receipt of this Document.

Signature of Employee

Original: 1) Personnel File; **Copy:** 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician