



Bexar County Sheriff's Office

Javier Salazar, Sheriff



AGREED ORDER OF SUSPENSION

EMPLOYEE: Karl Brehm, Attorney representing
Investigator Carlos Lazos, Badge #488, Emp. [REDACTED]
Criminal Investigation Division

DATE: June 19, 2017

This is a reduced action which will supersede the discipline issued by Deputy Chief Nancy Sanford and served on May 23, 2017. You have consented to this reduced action and agreed to waive further grievance and appeal procedures regarding this issue.

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for five (5) days from the position of Investigator for violation of the following subsections of Section 9.02 of the Bexar County Sheriff's Civil Service Rules:

According to PSI Investigation #IA-2017-0141 you have violated the Bexar County Sheriff's Civil Service Rules, said rules having been adopted on March 14, 1985 and thereafter from time to time amended by the Bexar County Sheriff's Civil Service Commission. The particular Civil Service Rules violated by you are as follows:

Chapter IX, Section 9.02:

- 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 affect on the Sheriff's Office.

In addition, you have violated the following Bexar County Sheriff's Policies and Procedures:

- 5.18 LANGUAGE AND BEHAVIOR**
- 5.24 CONDUCT UNBECOMING AN OFFICER**
- 5.34 USE OF COMMUNICATION FACILITIES**
- 5.45 BRINGING DISCREDIT**

The specific reason(s) for this action: On or about March 23, 2017, you utilized the Bexar County Communication Systems NCIS/TCIS and Tlo for the purpose of searching information on [REDACTED] and his wife [REDACTED] and later contacting both by phone and leaving messages that were unprofessional.

On or about April 10, 2017, you reported to Internal Affairs and state on your report that on March 23, 2017, you received a phone call from your wife who stated that she had called 911 after she was traveling in her vehicle with her son on Loop 410 and Hwy 151 when she encountered a road rage driver who was attempting to run her off the road. Your wife identified the truck and gave you the license plate number.

You further state that you ran the owners name and /or plate to get the driver's information in fear of retaliation against you or your family for what you do in Law Enforcement. You admit to contacting the driver [REDACTED] in an attempt to speak to him and elicit information in reference to his road rage encounter with your wife and child.

When he did not answer his phone, you left a message and then called his wife, [REDACTED] phone number however, she did not answer so you left a message.

On March 31, 2017, [REDACTED] filed a complaint with Internal Affairs. [REDACTED] reports that on March 23, 2017, he received a message from you however, he deleted it. [REDACTED] further states that you also called his wife, [REDACTED] and left a message.

After listening to the message, [REDACTED] went to the Police Station on Prue Road and was told that someone had run his license plates in the afternoon and it was originated at the Bexar County Sheriff's Office. Evidence indicates that you utilized the Bexar County Communication facilities on March 23, 2017, at approximately 17:21 hours and 17:29 hours for your own personal use in an attempt to obtain [REDACTED] contact information.

Your behavior in utilizing county communications facilities for personal, social, or unofficial purposes and using uncomplimentary terms of speech, intentionally antagonize, or behave in an arrogant manner towards any other member of the Sheriff's Office and the public is unacceptable behavior and will not be tolerated by the Sheriff's Office.

Corrective action: In the future, you will conduct yourself in a professional manner and adhere to all departmental policies cited above and will refrain from utilizing county property for personal use. Be advised that your continuous pattern of behavior will not be tolerated. Be further advised that persistence in the behavior, which resulted in this Agreed Order of Suspension, may result in a more serious disciplinary action, which may include dismissal from the Sheriff's Office.

Other person (s) who have knowledge of the incident include:
Deputy Chief Nancy Sanford, Criminal Investigation Division
Lt. Kenneth Murray, Criminal Investigation Division

Sgt. Robert Rodriguez, Internal Affairs
Inv. Carlos Lazos, Criminal Investigation Division

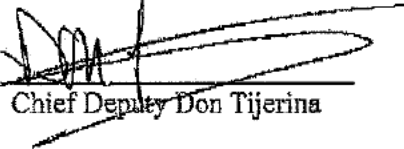
[REDACTED] Complainant

[REDACTED] Witness

On Friday, June 16, 2017, a grievance hearing was held in my office. Present at the hearing were the following:

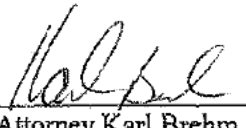
Don Tijerina, Chief Deputy
Carlos Lazos, Grievant
Karl Brehm, Representative
Maria Levine, HR Supervisor

After further review and consideration, I offered to reduce the discipline to a five (5) day suspension. In addition, you are to complete an NCIC/TCIC class within 90 Days upon receipt of this document. You have agreed and accepted my offer. Accordingly, the enactment will follow.


Chief Deputy Don Tijerina

cc: 1) Human Resources

I acknowledge receipt of this document


Attorney Karl Brehm
For Carlos Lazos

6-19-17
Date

ENACTMENT OF SUSPENSION

TO: Inv. Carlos Lazos, Badge #488, Criminal Investigation Division

DATE: June 20, 2017

On June 19, 2017, you were served with an Agreed Five (5) Day Suspension. You have agreed to this action.

Please be advised pursuant to Civil Service Rule 5.53 you may opt to forfeit leave up to a total of five (5) days in one calendar year.

Accordingly, the Agreed Order of Suspension is being enacted on the following day (s):

JUNE 26th - 30th, 2017, C.L.
Month Day (s)


Server's Signature


Employee's Signature

6/21/2017
Date

1) HR File 2) Employee 3) Section Supervisor

FORFEITURE OF LEAVE
IN LIEU OF SUSPENSION

Pursuant to Civil Service Rule 5.53, I Inv. Carlos Lazos, Badge #488, am requesting that 5 day(s) of my accumulated annual leave or compensatory time be applied towards my Agreed Five (5) Day Suspension to be enacted the 26th - 30th day of JUNE, 2017. I understand the application of my leave and compensatory time is voluntary on my part and I will be required to work while serving the suspension days covered by the leave or compensatory time. I further understand and agree that in choosing to use this option, I will be forfeiting and waiving my right to appeal this suspension to the Civil Service Commission.

[Signature]
Server's Signature

[Signature]
Employee's Signature

6/21/2017
Date

Please designate which leave is to be forfeited:

Vacation _____ Holiday ^{C.L.} X Comp _____