



Garry E. Lucas
Sheriff

Mike Evans
Chief Criminal Deputy

May 27, 2004

John Horch
Clark County Sheriff's Office
Hand Delivered
Probation Release from Enforcement Sergeant - Involuntary Demotion

Sergeant John Horch,

This letter is written notice of your probationary release from the position of Enforcement Sergeant with the Clark County Sheriff's Office effective today, May 27, 2004. As per our conversation, you are not meeting performance standards required for the Enforcement Sergeant position.

You have reinstatement rights to your previous appointment as a Deputy Sheriff II. In considering this involuntary demotion your rate of pay will be Step 6 - \$28.67/ hourly. No changes to the existing benefits will be necessary. Your seniority as a Deputy Sheriff II will be reinstated with an adjustment for time in classification per the Deputy Sheriff Guild Contract, Article 15.1.1. The prior seniority date of 11/29/89 was adjusted forward by 361 days for the duration of probation time as an Enforcement Sergeant. Your new seniority date will be reflected as 11/25/90.

Based on the involuntary demotion you have shift bidding rights for your transition back to regular patrol as a Deputy Sheriff II.

Please return all items issued that pertains to the rank of Enforcement Sergeant to Property Manager, Dave Beeman, by next Tuesday, June 1, 2004. If you have questions regarding your property list you may contact Mr. Beeman at 360-397-2038.

Respectfully,


Mike Evans
Chief Criminal Deputy

Personnel File, Mike Evans, Dave Beeman, Mark Makler

707 W 13th St., PO Box 410, Vancouver, WA 98666

Phone: 360-397-2211 / Fax: 360-397-2367

4-26-12 PDR Re: Horch's Personnel Records
10th Installment - 001551

**SHERIFF'S OFFICE
CLARK COUNTY, WASHINGTON**

The Sheriff of Clark County proudly presents this

PURPLE HEART AWARD

To

DEPUTY JOHN HORCH

The purpose of the Purple Heart Medal is to recognize an employee who has suffered significant physical injury while performing official duties, wherein significant medical treatment or a prolonged period of disability is required as a result.

In the early morning hours of July 6, 1997 you received such an injury when you responded to a physical disturbance call. As you attempted to make contact at the location of the call, the suspect drove his vehicle in a reckless manner toward and through a locked gate, past you. This action caused the gate to swing open and strike you, seriously injuring your hand and throwing you to the ground. Despite this injury, you continued to pursue the suspect, knowing full well the potential for danger.

Dated this 14th day of October, 1997.



Garry E. Lucas, Sheriff





Garry E. Lucas
Sheriff

Clark County Sheriff's Office

Chief Mike Evans
Chief Criminal Deputy

February 8, 2005

John Horch
Clark County Sheriff's Office
Notice of Suspension – Misconduct IA SO41102

Deputy Horch,

As you are aware, Internal Affairs Investigation #SO41102 concluded with a sustained finding.

After careful review of both the Internal Affairs Investigation and the information you provided during the pre-disciplinary meeting, we concur with the findings of the investigation.

Given this, we were presented with the difficult and disagreeable task of determining what level of discipline would be appropriate both for the violations themselves, but more importantly to convey the seriousness with which we view your role and poor judgment in this event. Our goal is for you to understand the importance of the image that your actions leave with respect to the reputation of this department.

Your ability to discern appropriate behaviors fell far below basic expectations of this department. It is our expectation that you treat and exhibit appropriate behavior towards all of our citizens and employees with dignity, respect and courtesy, regardless of gender, color, religion, national origin, age, or other grouping.

After weighing the events of this situation, combined with our review of your work history, current disciplinary file, and after considering the information that the Guild has brought out since our initial decision, we have established the following as the appropriate level of discipline in this case.

- A 94 hour suspension is an appropriate level to help you understand our expectations about your future performance. This suspension is based on your current rotation, meaning 8 days will be necessary to satisfy the suspension. In our discussion the Sheriff will allow use of PDO for half of the suspension hours imposed if you request this option. Otherwise the 94 hours unpaid leave will be arranged and completed between you and Sgt. Steve Shea by March 15, 2005.
- Submission of your resignation to the Bomb Squad is required immediately. Service in a specialized unit is a privilege that will be unavailable to you for a minimum of 24 months. All related Bomb Squad equipment will be returned to Property by Friday, February 18, 2005.

707 W 13th St., PO Box 410, Vancouver, WA 98666

February 8, 2005

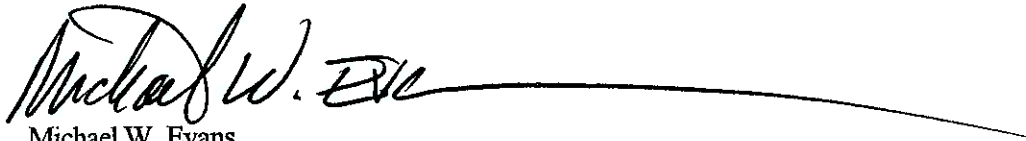
Notice of Suspension – John Horch

Failure to meet these expectations will result in progressive, corrective disciplinary action up to and including termination of your employment with the Sheriff's Office. It is my hope and expectation that you will consider the seriousness of your actions and bring your performance within the standards expected of a Deputy Sheriff with the Sheriff's Office, such that further progressive action may not be necessary.

In closing, I appreciate your honesty, integrity and commitment to changing your work behavior to better perform your duties within the Sheriff's Office.

If you have any questions please feel free to contact me.

Sincerely,

A handwritten signature in black ink that reads "Michael W. Evans". The signature is written in a cursive style and is followed by a long horizontal line that extends to the right.

Michael W. Evans
Chief Criminal Deputy

- Personnel File
- Property
- Nina Bisson, HR Manager
- Mark Makler, Guild Attorney
- IA File



Garry E. Lucas
Sheriff

CLARK COUNTY SHERIFF'S OFFICE NOTICE OF EXCEPTION

Issue Date: 02/08/05

Custody Enforcement Support

Employee Name: JOHN HORCH

Squad/Unit: WEST DAYS A

Disciplinary Action

COMPLETION DATE:

MARCH 31, 2005

Statement of specific discipline to be imposed:

94 hour suspension (8 work days) to be completed by use of 47 hours unpaid leave and the option to use PDO/Comp to satisfy the other 47 hours if requested.

****SGT/SUPV COMPLETE SHADED AREA PLEASE****

Please complete information below and sign. Then forward to CCSO Payroll:

38 Hour(s) Deducted Scheduled as PDO are reflected on the date(s) of: By March 31st, 2005 *see attached*

9 Hour(s) Deducted Scheduled as Comp are reflected on the date(s) of: By March 31st, 2005

47 Hour(s) Scheduled as UNPAID are reflected on the date(s) of: February 21-24, 2005

[Signature] 3167 2-13-05 [Signature] 3304
SIGNATURE SGT/SUPV PSN DATE EMPLOYEE PSN

Administrative Leave effective STARTING: ENDING:

Authorization given by:

Critical Incident IA (Issues: safety, criminal, or impede investigation.) OIS (Officer Involved Shooting)

Other _____

PAYROLL CONFIRMATION DATE: _____ PAYROLL: _____

CLARK COUNTY SHERIFF'S OFFICE
MEMORANDUM

TO: Chief Evans
FROM: Sgt. Shea
DATE: February 13, 2005
RE: Discipline for ~~Deputy John Horch~~

I have discussed the discipline with Deputy Horch and we have come up with a plan.

John has elected to take a one week suspension during the work days February 21 through 24. That will completely satisfy the first portion of the discipline.

At this time, John does not have enough PDO/Comp Time to satisfy the other 47 hours. As of today, John has 14.75 hours of PDO. I have estimated that he will receive approximately eleven hours of PDO on his February 25 and March 25 pay checks and 1.25 hours on his March 10 paycheck. Assuming he doesn't use any PDO, he will have approximately 38 hours of PDO on March 31st.

Due to expected overtime over this time period, John expects to have at least nine hours of compensatory time built up by March 31st.

Taking 38 hours of PDO and 9 hours of comp time from John's leave balances on March 31st will satisfy the second portion of the discipline. I recommend that John and I go over his leave account balances on March 18th. If he does not have enough PDO or comp time to satisfy the imposed discipline, I will schedule an appropriate number of additional suspension hours to be served during the work week of March 24th. I will keep Lois Hickey and Judy England updated for payroll purposes.

Please let me know if this plan is acceptable to you.

Cc: Cmdr. Nolan
Nina Bisson ✓



HR **FILE**

Garry E. Lucas
Sheriff

Mike Evans
Chief Criminal Deputy

January 20, 2005

Deputy John Horch
Clark County Sheriff's Office
VIA E-MAIL

Notice of Contemplated Discipline – Employee Misconduct (Ref: IA SO41102)

John,

This is to inform you that the Clark County Sheriff's Office is considering disciplinary action. This decision is based on the willful violation of General Order 01.29.120 - Employee Misconduct.

Your removal and destruction of County property based on an emotional reaction is not acceptable. Law enforcement is held to a higher standard of conduct. The actions you chose to take were highly inappropriate and offensive to the administration.

The seriousness of your violations leads me to believe that disciplinary action may be imposed to ensure further incidents are not repeated nor continued.

Before a final decision is made regarding imposition of discipline, you have a meaningful opportunity to be heard. You have the right to respond to the concerns as well as to the disciplinary action being considered. If you wish to participate in the Loudermill pre-disciplinary meeting, it will be held at the CCSO on Monday, February 7th at 12:30 PM in the Sheriff's Administrative Conference Room. If you choose to attend the meeting you have the right to bring a representative. In lieu of attending the meeting you may submit a written response for consideration, to be delivered to me no later than Friday, February 4th. Please notify me as soon as possible of your intent to attend the pre-disciplinary meeting.

Sincerely,

Mike Evans
Clark County Sheriff's Office
(360) 397-2476

C: Sheriff Lucas, Undersheriff Dunegan, Personnel File, IA File, Mark Makler (guild)

Performance Evaluation

Rating Levels

Employee performance should be evaluated against the following levels of performance.

Code	Performance Level	Definition
6	Exceptional	Exceptional performance which far exceeds the expected standards
5	Exceeds Requirements	Superior performance exceeding normal expectations of job success
4	Fully Effective	Performance meets all critical standards of competence
3	Developing Adequately	Employee is in a training mode or assignment and is progressing toward fully effective at an acceptable rate
2	Needs Improvement	Employee is not meeting all critical standards of performance and improvement is needed
NR	Not Rated	This factor cannot be rated
NA	Not Applicable	This factor is not applicable to this job.

Performance Evaluation Factors	Rating	Comments
Knowledge/Technical Skills		
Professional/technical competence	2	Deputy Horch is a Bomb Technician for the Sheriff's Office. He is highly trained and competent in this area. Deputy Horch has the <u>ability</u> to be professional and competent. However, due to numerous incidents this year with his failing to write reports or complete investigations, he does need to make improvements in this area. (See below for details)
Awareness of external trends, issues	4	
Knowledge of County policy, procedures, systems	4	
Other skills, knowledge	4	
Overall Rating for this Factor	4	
Output and Productivity		
Planning, organizing and time management	2	Deputy Horch had numerous problems with organization, time management, work habits, response to deadlines, follow through and independence. He was issued a verbal reprimand, then a written reprimand, for failing to write crime reports, failing to complete correction notices, and failing to investigate crimes. The problem was still continuing at the end of 2000, so the additional incidents will be referred to Internal Affairs for action.
Efficiency/productivity/cost effectiveness	2	
Energy, diligence, work habits	2	
Initiative/independence/self direction	2	
Response to deadlines, follow through	2	
Technology management	4	
Performance against goals and objectives	na	
Attendance/punctuality	4	Deputy Horch did have some successes this year, which will be outlined below.
Overall Rating for this Factor	2	

Discipline

Deputy Horch had many successes this year, but there were also issues that came to my attention that forced me and Commander Atkins to take disciplinary action.

1. Deputy Horch took a gun into evidence at the scene of a suicide. He forgot to turn the gun into property, until it was brought to his attention that the gun was missing. He found it in the trunk of his patrol car. No formal discipline was given.
2. Deputy Horch responded to a call of a recovered stolen vehicle. He did not hand in a report. He found the tow slip in his car. He claimed he did not know he had to write a supplemental epr report on the recovery.
3. Deputy Horch broke the screen on his MDC this summer. He was angry that the MDC was not responding, and touched the screen in a forceful manner, which broke it. He received a written reprimand from Cmdr. Atkins.
4. Deputy Horch responded to a call of a stolen vehicle. He did not write a report and did not have the stolen car entered into the computer. Another deputy had to take the call and write the report, 19 days later.
5. On another occasion Deputy Horch responded to a burglary call. He failed to write a report on this incident.
6. On Nov. 28th Deputy Horch was issued a Written Reprimand for failing to write another burglary report. He had responded to the call of a burglary on August 19th. He received several reminders from Case Management, but still failed to write the report.

Since the time of the verbal and written reprimands came to my attention, additional problems with reports have surfaced. I received a Late Report list from Case Management in December. Deputy Horch was on the list six times. One case was actually not late. Two of the reports had never been written. One was from August, the other was from October. This left three cases that were past due for completion of the investigation. These latest incidents will be referred to the Internal Affairs Sergeant.

In conclusion, I would like to say that I believe Deputy Horch has the ability to be an outstanding officer. This past year has not been a good year for him, in regard to completion of reports and investigations. I hope that next year he will give his duties 100% of his attention and that the problems he experienced this year will not be an issue. His future sergeant is aware of the issues that arose this year.

Boxes will expand as comments are entered.

Rater's Signature

Sgt. Peg Prather

Date

12-30-00

Reviewer's Signature

CMR Charles Atkins

Date

1-2-01