

Carlos León

4/1/19

To: Public Safety Commission

Re: Information packet/backup materials for today's meeting

The first three pages show where & when in the online Public Safety Commission archive I spoke and provided written evidence against the State Bar of Texas / CDC / BODA re: City attorney Elizabeth Cary Grace's alleged professional & criminal misconduct, State Bar Investigator George Uthe's homosexual harassment & stalking behaviors against me a STRAIGHT CHRISTIAN MAN, at 1414 Colorado, and Austin Public Library Security Guard Vincent (Vince) Wade's homosexual harassment, stalking,

+ assault by contact behaviors
against me, a STRAIGHT
CHRISTIAN MAN, while
on duty at New Central
Library.

Page 4 documents my BODA
appeal of my dismissed
amended CDC grievance
against Elizabeth Cary Grace.

Page 5 documents the official
State Bar Complaint process
against non-attorney State
Bar employees.

Page 6 shows the "official"
State Bar response to my
official complaint against State
Bar Investigator George Uthe.

Notice that on the "official"
response, there is no State
Bar letterhead or Seal, that
~~HR~~ is not mentioned, & that no
one from HR or anywhere

else at the state Bar claims authorship or signed it.

Pages 7-26 comprise the information I handed to the Library Commission on 3/25/19 re: Vince Wade including:

- my letter to the Library Commission
- the 10/27/17 & 7/27/18 Austin Chronicle articles re: April Balcombe & Vince Wade
- APL Director Weeks' letter to me recognizing the many complaints against Wade while employed at the Travis County Court, yet saying that Wade listing the Travis County Sheriff's Office as past employer on his City of Austin employment application is the extent of pertinent information

APL has about Mr. Wade's employment with ~~the~~ Travis County

- APL's memo to Wade that has no disciplinary action in it

Pages 27-33 are Vince Wade's City of Austin job application for the APL Security Guard position, including the ~~app~~ application stating Wade worked at the Travis County Sheriff Department

~~from 8/19/2015 to 10/31/2017~~ -
10/31/2017 though Travis County Auditor's office says Wade worked there ~~from~~ 8/18/1997 - 11/01/2017.

That 18-year discrepancy with the start date of Wade's employment with the Travis County Sheriff's office appears to exist to try starting his employment after what

~~they~~ he allegedly said & did to April Balkombe, as if it never happened.

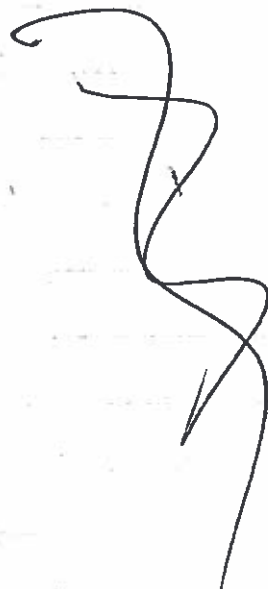
Therefore, that date mismatch appears to be tampering with a governmental record to defraud a state jail felony per Texas Penal Code 37.10 (a)(1) + (c)(1), though Wade certified he made no misrepresentation in his application.

Therefore, because Wade authorized the City of Austin to investigate and verify any representations made by him (see his "Certify" statement at the end of the application), ~~on~~ either orally or in writing tell the City of Austin to immediately investigate & verify this misrepresentation allegedly made by Wade to FIRE him now, while he's

Still on probationary status,
when he can be legally
dismissed at any time
on any basis without
appeal.

Stand against sexual harassment,
stalking & assault to stand
for public safety.

In solidarity,
Carlos León
Carlos León



①

**Public Safety Commission - 2018 Meetings ...**

2 minutes ago • expires in 14 days



<http://austintexas.gov/cityclerk/boards-commissions/meetings/41-1> ht

December 3, 2018

Regular Meeting of the Public Safety Commission - PSC Monthly Meeting - December 2018

- 📎 Agenda - PSC Agenda for the December 3, 2018 meeting (33KB)
- 📎 Backup - Back up document for item #8 - Vision Zero (2.0MB)
- 📎 Backup - Citizen communication handout from Carlos Leon (484KB)
- 📎 Backup - Citizen handout from Joell McNew for item #6 Lighting study West Study (289KB)
- 📎 Backup - Citizen Hanout for item #7 Vision Zero from Jay Blazek Crossley (69KB)
- 📎 Backup - PSC Back Up - #3 from Austin Police Department (317KB)
- 📎 Backup - PSC Back Up - #3 Monthly Stats from EMS (105KB)
- 📎 Backup - PSC Back Up - #3 stats from Austin Fire Dept (87KB)
- 📎 Backup - PSC Back Up - #9 2019 Revised Meeting Schedule for PSC (23KB)
- 📎 Backup - PSC Back Up document from Laura Dierenfield- Austin Transportation Department (2.0MB)

November 5, 2018

Regular Meeting of the Public Safety Commission - Monthly Regular Meeting for November 2018

- 📎 Agenda - PSC Mtg Agenda for November 5, 2018 @ 4pm (33KB)
- ▶ Play video - PSC Video for November 5, 2018 Meeting
- 📎 Backup - AFD Call Types Monthly Stats (305KB)
- 📎 Backup - AFD Monthly Stats - Added Time Hours by Rank (20KB)
- 📎 Backup - APD's Monthly Stats Report (300KB)
- 📎 Backup - Back up - AFD Monthly Stats (32KB)
- 📎 Backup - Citizen Communications Handout from Carlos Leon - Document #2 for the November 5, 2018 mtg (2.3MB)
- 📎 Backup - Citizens Communication Handout from Carlos Leon (5.2MB)
- 📎 Backup - EMS Monthly Stats Report - 11-5-2018 (129KB)
- 📎 Backup - Item #8 - AFD Wildfire California - Carr Fire Presentation (4.2MB)
- 📎 Backup - PSC Agenda Item 9 - Presentation from EMS (11-5-2018) (134KB)

amended grievance again
 → City of Austin attorney
 Elizabeth Cary Grace

October 1, 2018

Regular Meeting of the Public Safety Commission - Public Safety Commission Regular Monthly Meeting for October 2018

- 📎 Agenda - PSC Agenda for Monday, October 1, 2018 (32KB)
- 📎 Backup - Handout from Citizen Carlos Leon - @ 10-1-2018 PSC Meeting (8.5MB)

↳ evidence & original ~~grievance~~ grievance
 against City of Austin attorney Elizabeth Cary Grace

3/31/2019, 4:37 PM

http://austintexas.gov/cityclerk/boards_commissions/meetings/41_1.htm

Backup - PSC Back Up - Power Point - develop contract to evaluate how reported sexual assaults are processed (115KB)

Backup - PSC Handout - Citizen Communication - Julianna Gonzales (3-4-2019) (119KB)

February 4, 2019

Regular Meeting of the Public Safety Commission - Public Safety Commission Monthly Meeting

Agenda - PSC Monthly Mtg Agenda for February 4, 2019 (33KB)

Approved Minutes - PSC Meeting Minutes for February 4, 2019 (31KB)

Play video - Video - PSC Meeting February 4, 2019

Backup - Citizen Communication Handout Part 1 from Carlos Leon (2.7MB)

Backup - Citizen Communication Handout Part 2 from Carlos Leon (8.9MB)

Backup - Citizen Communication Handout Part 3 from Carlos Leon (8.4MB)

Backup - Handout from Office of Police Oversight Community Engagement Team (29KB)

Backup - Handout from SAFE-monthly data report (41KB)

Backup - Handout from Travis County Interagency Sexual Assault Team (182KB)

Backup - Item #3 - Uniform Crime Reporting Audit Report (137KB)

Backup - Item #3 - Memo from Chief Manley to DPS dated 2-4-2019 re: UCR Audit Rpt 1-11-2019 (157KB)

Backup - Item #4 - Handout Victims of Sexual Assault and Domestic Violence Asset Map (230KB)

Backup - Item #5 - Cooperative Working Agreement from SARRT (225KB)

Backup - Item #5 - Power Point from SARRT (Sexual Assault Response and Resource Team) (113KB)

Backup - Item #5 - SARRT (Sexual Assault response and Resource Team) Bylaws (225KB)

Backup - Item #6 - Memorandum of Understanding from ISAT (11.1MB)

January 8, 2019 (Cancelled)

Regular Meeting of the Public Safety Commission - CANCELLED Mtg for Tuesday, January 8, 2019

Cancellation Notice - Cancellation Notice (15KB)

January 7, 2019

Special Called Meeting of the Public Safety Commission - PSC Special Called Mtg

Agenda - PSC Agenda - Monday, January 7, 2019 (32KB)

Play video - Link to Video - PSC Meeting on January 7, 2019

Backup - AFD Monthly Stats Report (151KB)

Backup - APD Monthly Stats Report (318KB)

Backup - Carlos Leon document posting for public record (8.3MB)

Backup - Carlos Leon document posting for public record (6.9MB)

Backup - Carlos Leon document posting for public record (10.1MB)

Backup - Carlos Leon document posting for public record (4.8MB)

my citizen communication against George Uthe

Complaint against State Bar Investigator George Uthe

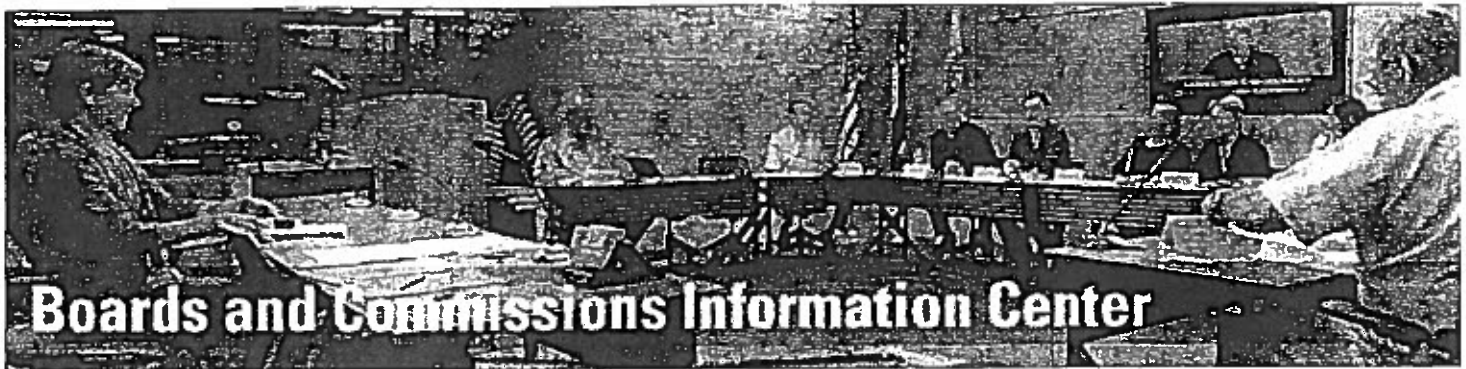
3

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Advanced Search

austintexas.gov
the official website of the City of Austin

Department » City Clerk



2019 Meetings: Page 1 of 1 .

2019 Meetings: Public Safety Commission

Meeting documents are also available for:

[2018](#) | [2017](#) | [2016](#) | [2015](#) | [2014](#) | [2013](#) | [2012](#) | [2011](#) | [2010](#) | [2009](#)

March 4, 2019

Regular Meeting of the Public Safety Commission - *Monthly Public Safety Commission Meeting*

Agenda - PSC Meeting Agenda for March 4, 2019 (32KB)

Play video - PSC Mtg- March 4, 2019 video

Backup - PSC Back Up (34KB)

Backup - PSC - Citizen Communication Handout - Carlos Leon (3-4-2019) (13.1MB)

Backup - PSC Back Up - # 5 - Follow up to February 4, 2019 from ISAT (Inter-agency Sexual Assault Team) from Beverly Mathews w/Travis County District Attorney (144KB)

Backup - PSC Back Up - #3 from EMS (164KB)

Backup - PSC Back Up - #3 Scope of Work (108KB)

Backup - PSC Back Up - #4 - Sobering Center Power Point (553KB)

Backup - PSC Back Up - #4 2018 Crime report stats from APD (2.1MB)

Backup - PSC Back Up - #5 - Form (EVAW) (87KB)

When I spoke at against Vince Wade during Citizen Communication

Copies of my complaints against Vince Wade

CHAIR
ROBERT A. BLACK

VICE CHAIR
JOHN J. "MIKE" McKETTA III

MEMBERS
JEANNE C. "CEZY" COLLINS
DAVID M. GONZÁLEZ
MIKE GREGORY
MICHAEL C. GROSS
KELLI M. HINSON
ROLAND K. JOHNSON
KATHY KINSER
MIKE MILLS
DEBORAH PULLUM
NANCY J. STONE



EXECUTIVE DIRECTOR & GENERAL COUNSEL
CHRISTINE E. McKEEMAN

DEPUTY DIRECTOR/COUNSEL
GAYLE RILEY VICKERS

EXECUTIVE ASSISTANT
JACKIE TRUITT

THE BOARD OF DISCIPLINARY APPEALS
APPOINTED BY THE SUPREME COURT OF TEXAS

March 29, 2019

Carlos Leon

RE: Notice of Appeal Received
Carlos Leon v. Elizabeth Cary Grace
201900660; BODA Case No. 61808

Dear Mr. Leon:

On March 28, 2019, the Board of Disciplinary Appeals received your appeal from the dismissal of your grievance against Elizabeth Cary Grace. The Board will obtain a copy of your grievance from the Office of the Chief Disciplinary Counsel of the State Bar of Texas, and three Board members will read it and decide whether the appeal alleges a violation of the Texas Disciplinary Rules of Professional Conduct. **The attorney does not need to respond or take any action at this time unless contacted to do so.**

The Board decides the appeals in conference; no hearing is held. The Board considers only the material in the grievance that the Office of the Chief Disciplinary Counsel reviewed. **Please do not send any additional information concerning the grievance to the Board.** We will notify both parties in writing of the Board's decision.

Sincerely,

A handwritten signature in black ink that reads "Jackie Truitt".

Jackie Truitt
Executive Assistant

xc: Elizabeth Cary Grace

STATE BAR OF TEXAS



COMPLAINT PROCESS

POLICY

Pursuant to State Bar Act Section 81.036, the State Bar of Texas will maintain a file on the receipt, investigation, resolution, and communications regarding all written complaints, other than a grievance against an attorney, filed with the State Bar.

SUBMITTING A COMPLAINT

A written complaint must include the facts upon which the complaint is based.

Written complaints may be submitted online at texasbar.com/contactus or by mail to:

State Bar of Texas
1414 Colorado Street
Austin, TX 78701

The sender must provide the following the following information when filing a complaint:

- full name, mailing address, email address, and phone number;
- the subject matter of the complaint; and
- if applicable, the name of each person/department contacted in relation to the complaint

The State Bar will acknowledge receipt of your complaint within 10 working days. Anonymous complaints will not be processed.

The State Bar will provide a written response to you within 60 days of receipt of your written complaint.

Until final disposition of the complaint, you shall be notified at least quarterly of the status of the investigation unless the notice would jeopardize an undercover investigation.

For any other questions regarding this process please call 800.204.1724.

NON-DISCIPLINARY COMPLAINT

Submitted by: Mr. Carlos Leon (in person)

Address: None provided

Phone: None provided

Regarding: State Bar of Texas Employee

Date Received: March 19, 2019

We have investigated the subject of your complaint filed with the State Bar on January 18, 2019. After a consultation with the subject employee, we believe the matter has been resolved and no further action is necessary.

Note: The subject employee of
my complaint is State Bar
Investigator George Uthe.

⑦

Carlos León

3/25/19

To: Library Commission

Re: Immediately + permanently
firing New Central Library
Security Guard Vincent (Vince)
Wade

(1 of 5)

Vincent (Vince) Wade's predatory, criminal abuse of official capacity behavior pattern across security jobs for the Travis County Sheriff's Office + the City of Austin's Public Library, against women + men, shows Wade should not be working at the public library or with the public in any capacity and not have any legal power over anyone.

Go online to the Austin Public Safety Commission backup materials page + click on my Citizen Communication Handout - Carlos León (3-4-2019) to re-read my two handwritten complaints against Vince Wade as

(P)

security guard at New Central Library for the connected incidents Vince Wade initiated against me Jan. 14, 2019 + Feb. 8, 2019.

Then read Vince Wade's reports of those two incidents to his boss, Security Supervisor Jeff Rowland.

See for yourself that Wade omitted many important details from what he actually said + did, + rewrote others, to try gaslighting Rowland, HR, + me by trying to overwrite true reality with his half-truths + lies to try creating an alternate reality that did not happen how Wade described it to try covering his ass ex post facto (after the fact).

In fact, Wade contradicted himself. Per Rowland's Feb. 11, 2019, 10:35 email to Wade, Wade initially stated he placed his hand

on me, which is Assault by Contact per Texas Penal Code 22.01(a)(3).

Then, to avoid being held legally accountable for his crime of assault against me, Wade changed his story in his Feb. 14, 2019 3:54 PM email to Rowland, when he then claimed in his "rough draft" of his 2/8/19 incident report that he only lightly touched the right sleeve of my jacket.

(3 of 5) Similarly, Wade did not enter the elevator with me on 1/14/19 as he claimed; he followed me onto that elevator. Wade allegedly tried rewriting what he actually did to avoid being held legally accountable for stalking me, another serious sexual harassment + sexual assault precursor crime.

Therefore, I believe April Balcombe's claims that Vince Wade sexually harassed + sexually assaulted her

at work when Wade was a Travis County Court bailiff working for the Travis County Sheriff's Office as a certified peace officer.

I believe Balcombe's claims about Wade being in her office when she was out & doing what she alleges he did. I believe Balcombe's claims about her computer being hacked, with files & counter-surveillance videos being deleted.

(4) This is how evil actors & networks operate to attack targeted individuals, while protecting & entrenching themselves. Notice also that Wade was not officially punished for what he allegedly did to Balcombe or what he said & did to me. Rowland's official 3/13/19 memorandum to Wade has no disciplinary action in it.

However, according to the City of Austin Law Department, Wade's

probation period with the City of Austin does not end until July 20, 2019 because Wade is a new City of Austin employee at APL.

Therefore, now is the time to uproot Wade before he roots at APL for 20 years, like he previously did at the Travis County Sheriff's Office; he shouldn't be allowed another 20 minutes on duty for an APL security job that should not be his, based on his work-related professional + criminal misconduct.

Respectfully,

Carlos León

(5 & 5)



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Federally Sanctioned Sexual Assault?

Legal loophole at heart of court reporter's case

13

By Sarah Marloff, Fri., Oct. 27, 2017

<https://www.austinchronicle.com/news/2017-10-27/federally-sanctioned-sexual-assault/>

April Balcombe may never get her day in court. On Sept. 27, one year after filing a federal lawsuit against Travis County alleging sexual harassment and retaliation in the workplace during her employment as a court reporter for County Judge **Elisabeth Earle**, Magistrate Judge **Mark Lane** recommended that the court dismiss Balcombe's claim in light of a Title VII Civil Rights Act loophole known as a **personal staff exemption**. Turns out, Travis County has a similar exemption on its books.

Balcombe began working as Earle's court reporter in January 2015. She was excited about the career change, and the regular work hours and health insurance benefits that came with working for the county. But a few weeks into the job, Balcombe says, she started receiving unsolicited sexual attention from the court's deputy bailiff, a member of the Travis County Sheriff's Office who was also staffed in Earle's office. It began with uncomfortable advances: The bailiff, **Vince Wade**, would tell her how "sexy" she looked and compliment her legs and breasts. That March 30, Wade allegedly kissed Balcombe on the neck and told her, via text message, that she "smelled good."

"I told him 'No,'" she recalled. "I should have said it more, but I was still scared. I was so new to the job."

Balcombe's suit alleges that Wade shortly thereafter ceased advances and began acting "cold and distant." She claims he yelled at her in court several times and filed a complaint against her because she "dressed too sexy." Items from her office began disappearing, prompting her to set up surveillance. Several video clips she shared show a man – who Balcombe says is Wade – entering her office while she was out, rummaging through her desk and cabinets, and at one point crawling beneath her desk with what looks like a CD. For the next few months, Balcombe claims, her computer was routinely hacked and files, including several surveillance videos, were deleted.

That July, Balcombe submitted a formal complaint to Earle and Court Administrator **Debra Hale**. She was temporarily placed on administrative leave and questioned by the County Court's civil litigation attorneys. Upon returning to work, Earle changed Balcombe's hours and gave her additional duties, which Balcombe considered retaliatory. "It felt like they were trying to overwhelm and sabotage me," she said. She recalls being locked out of the women's restroom after Earle changed the locks, and, according to Balcombe, "gave keys to all other staff except me." Balcombe also said she received little computer support despite her fears of being hacked – at least until she contacted the FBI's cyber security department. (Balcombe believes an investigation is still ongoing.) She was fired on Oct. 25, 2015, three days after her lawyers sent Earle a cease and desist letter for her perceived retaliation.

The county's response, filed last October, alleges a different story: that Balcombe showed "performance deficiencies" and became "increasingly more hostile and resistant" to the job, and to Earle. (The response also says Earle "took immediate corrective action" to make sure Balcombe and Wade never worked together again.) The county claims she was fired for two subsequent mistakes during the week of Oct. 12. Earle said she couldn't comment on pending litigation, but did write: "No harassment of any kind will be tolerated by my office. Ms. Balcombe's allegations were taken very seriously, were independently investigated, and were found to be without any merit."

The case currently hangs in limbo. Lane, appointed to assist with pretrial hearings, has recommended that Judge **Lee Yeakel** grant the county's motion for summary judgment and dismiss the case, arguing that as a court reporter Balcombe was part of Earle's personal staff and therefore barred by Title VII's personal staff exception. The loophole protects cities, counties, and states from being sued. According to the county's motion for summary judgment, filed in July, the "term 'employee' shall not include any person elected to public office ... or any person chosen by such officer to be on such officer's personal staff." That is, you're not an employee if you were elected into office – or if you were individually chosen to work within that office.

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Balcombe said she and her previous attorneys decided against filing the civil suit in Travis County to avoid any conflict of interest. However, her current lawyer Robert Goodman said there's a chance the personal staff exemption would have been a nonissue in a district court. He said there is "not an exception to the definition of employee under chapter 21 of the Texas Labor Code, which essentially has the same prohibitions against discrimination." Though Goodman said it isn't "directly relevant" to Balcombe's suit, Travis County does have a similar policy. According to chapter 9 of the Human Resources Policies and Procedures, the county's policies do "not apply to the employees of Elected Official unless that Elected Official expressly adopts it in writing."

Unclear if Earle had adopted the policy. She did not specifically address that in her response to me, and both Tracey Calloway, the county's HRMD director, and Hale said it would be "inappropriate to comment on pending litigation." But Earle's July affidavit reads: "Balcombe also signed an 'At-Will Acknowledgement' ... recognizing that Chapters 9 and 15 [of the Travis County Code] do not apply to [her]." Earle did confirm that she adheres to the Travis County Criminal Courts Personnel Manual, which the county adopted this June, and which forbids employee harassment of any nature and promises a Criminal Courts investigation.

What makes matters more complicated is the consideration of whether court reporters indeed fall under "personal staff." Only the 8th Circuit Court of Appeals has addressed the issue, and that case (*Hemminghaus v. Missouri*) relied on six factors set by the 5th Circuit during *Teneyuca v. Bexar County*, to determine whether an employee falls into the exception. The court reporter in the 8th Circuit case was deemed to be personal staff. The Department of Labor issued opinions in 1998 and 2005 stipulating that court reporters do not represent judges in the public eye, but Lane argues that Balcombe's chamber roles were "distinguishable from the court reporter role addressed in the opinion letters" and represent Earle, referencing *Hemminghaus* and *Teneyuca*.

Earle is expected to issue a ruling within the next few months. If he sides with the county, Balcombe says she will appeal to the 5th Circuit Court of Appeals "only for other people."

This is definitely an issue that needs to be brought to the public's eye and needs to be changed," she said, "regardless of whether I'm ^{spit} under the personal staff exemption or not. Nobody should fit under that exemption."

evil apparently inserted this into the ~~the~~ online article
<https://www.austinchronicle.com/news/2018-07-27/eeoc-takes-up-balcombes-case/>

EOC Takes Up Balcombe's Case

Former Travis County court reporter who claimed sexual harassment and retaliation will get a hearing - By Sarah Marloff, Fri., July 27, 2018

A Travis County court reporter who claimed she was sexually harassed by a colleague, retaliated against, and filed a trial in federal court due to a Title VII Civil Rights Act loophole known as personal staff exemption may see her day in court. The Equal Employment Opportunity Commission is moving forward with April Balcombe's case under the 1991 Government Employees Rights Act. A tentative hearing has been set for the week of Dec. 10; though it will be held in Austin, an out-of-state judge has been hired to preside.

Balcombe was Judge Elisabeth Earle's court reporter for 10 months in 2015. She claims the court's deputy bailiff, Mike Wade made unsolicited sexual comments, but when she denied his advances he became cold and distant. She filed a complaint with Earle, and was soon after fired. Balcombe claimed it was retaliatory, while the county argued she was let go for "performance deficiencies." Her case was dismissed last October, due to a loophole that protects elected officials from being sued by their personal staff.

Balcombe said she wanted to thank whoever it was that made the anonymous tip to her lawyer about the Government Employees Rights Act. "Thank you for protecting our civil rights," she said. "Now I will have a fair discovery and a hearing in front of a highly qualified, administrative law judge."

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Citizen Assistance Form

CAF # 13813

March 18, 2019

Citizen: Carlos Leon

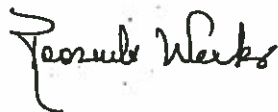
Dear Mr. Leon,

Thank you for contacting the Law Department requesting information about Austin Public Library Security Officer Vincent Wade at the Central Library, specifically whether Vincent Wade is the same individual that had a number of complaints against him while employed by the Travis County Court. The Law Department has asked me to address your concerns.

APL Security Guard Vincent Wade did list the Travis County Sheriff's Office as a past employer on his City of Austin employment application. That is the extent of the pertinent information that Austin Public Library has about Mr. Wade's employment with Travis County.

Again, thank you for bringing your concern to our attention. Should you have any further questions, please contact Sharon Herfurth, Division Manager, Office of Programs & Partnerships, at 512-974-7420 or by email at sharon.herfurth@austintexas.gov.

Sincerely,



Roosevelt Weeks, Director
Austin Public Library

16

David Salazar

From: Rachel Ortiz
Sent: Wednesday, March 20, 2019 11:29 AM
To: David Salazar
Subject: RE: Request for information from Constituent

Sheriff's department, as a Certified Peace Officer.

From: David Salazar
Sent: Wednesday, March 20, 2019 11:28 AM
To: Rachel Ortiz <Rachel.Ortiz@traviscountytexas.gov>
Subject: RE: Request for information from Constituent

During the first set of dates, he was employed by which department?

From: Rachel Ortiz <Rachel.Ortiz@traviscountytexas.gov>
Sent: Wednesday, March 20, 2019 11:26 AM
To: David Salazar <David.Salazar@traviscountytexas.gov>
Cc: Norma Guerra <Norma.Guerra@traviscountytexas.gov>; Carley Arnold <Carley.Arnold@traviscountytexas.gov>
Subject: RE: Request for information from Constituent

He was employed 08/18/1997 – 11/01/2017. He was then rehired on 04/02/18 – 06/08/2018, worked for Facilities.

Thank you,
Rocky

From: David Salazar
Sent: Wednesday, March 20, 2019 11:22 AM
To: Rachel Ortiz <Rachel.Ortiz@traviscountytexas.gov>
Cc: Norma Guerra <Norma.Guerra@traviscountytexas.gov>; Carley Arnold <Carley.Arnold@traviscountytexas.gov>
Subject: Request for information from Constituent

Mr. Carlos Leon has asked for information of inclusive dates of employment for a former Travis County employee:

Incent (Vince) Wade

Please provide any information about former employee(s) dates and department of employment only.

Thank you for your assistance.

David A. Salazar
280

This electronic mail message, including any attachments, may be confidential or privileged under applicable



MEMORANDUM

(17)

To: Vincent Wade
Security Guard
Austin Public Library (APL)

From: Jeff Rowland
Security Supervisor
Austin Public Library (APL)

Date: March 13, 2019

Subject: Reminder: Austin Public Library Security Guard Procedures

The purpose of this memorandum is to provide a reminder of the Austin Public Library's Security Guard procedures which prohibit security personnel from making physical contact with APL patrons, unless in an emergency situation. On February 8, 2019, I received a report that while on patrol, you had an interaction with an APL patron by the name of Carlos Leon. After speaking to you and looking into the concern, I determined that you had attempted to get Mr. Leon's attention by waving your hand in front of him. However, Mr. Leon was wearing headphones, his vision was fixed on the computer screen directly in front of him, and he did not provide you with an acknowledging response. You explained that you attempted to draw Mr. Leon's attention to a piece of paper laying on the floor by his foot and in close proximity to where he was seated. When you were not able to obtain Mr. Leon's attention, you subsequently tapped Mr. Leon on his right sleeve in order to draw his attention to the piece of paper on the floor. You also stated that you were attempting to be helpful by asking the patron if the piece of paper lying on the floor was his. In response to you tapping him on the shoulder, Mr. Leon became visibly upset and vocalized his displeasure. You immediately moved away from Mr. Leon, in an effort to deescalate the interaction.

During the three (3)- months that you have been employed as a full-time employee with the Austin Public Library, you have received verbal training relating to Security procedures which prohibit security personnel from making physical contact with APL patrons, unless in a medical or emergency situation, where you are directed to contact 911 and Austin-Travis County Emergency Medical Services (ATCEMS). You recently completed the "Prepare Training Program's Foundation Course (CPI Safety)," on Tuesday, March 12, 2019. You have also been scheduled to attend the "Nonviolent Crisis Intervention (NCI) Training Program's Disengagement Skills Course (CPI Safety)" on Wednesday, March 20, 2019. During our meeting on Thursday, February 14, 2019, I discussed the importance of officer safety as it relates to putting our hands on any person and reiterated that physical contact with patrons is not acceptable.

Please understand that moving forward, you are expected to adhere to the rules established under these procedures. You will also refrain from making physical contact with APL patrons, in order to get someone's attention, unless in an emergency situation.



Vincent Wade, Security Guard
Austin Public Library

03-13-2019

Date

18

Rowland, Jeff

From: Wade, Vincent
Sent: Monday, February 11, 2019 11:08 AM
To: Rowland, Jeff
Cc: Clapper, Jennifer
Subject: Re: Patron interaction - Carlos Leon

10-4..Thanks and I will take it all in aa a learning lesson

Get [Outlook for iOS](#)

From: Rowland, Jeff <jeff.rowland@austintexas.gov>
Sent: Monday, February 11, 2019 10:35
To: Wade, Vincent
Cc: Clapper, Jennifer
Subject: Patron interaction - Carlos Leon

Greetings Vincent,

02-08-2019 at approximately 1620hrs you had an interaction with Library patron Carlos Leon. You stated that during the interaction you placed your hand on this person in an attempt to get their attention. You have received training to include that we should not put our hands on patrons for any reason. This is an example of how different individuals respond to your well meant intentions. I want you to take this situation and make sure you understand it as a learning opportunity.

On a separate note, while investigating this incident I noted that you are patrolling while carrying a beverage, an open top beverage in areas where we enforce the rule that drinks must have a lid. Please refrain from carrying food or drink on your patrols, in the future.

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

Jeff Rowland
Security Supervisor
Phone: (512) 974-9613 office
mail: jeff.rowland@austintexas.gov



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Rowland, Jeff

From: Wade, Vincent
Sent: Tuesday, January 15, 2019 12:32 PM
To: Rowland, Jeff
Subject: Carlos Leon
Attachments: carlos.avi

On the date of 01/14/2019, I entered elevator #5 with an individual named Carlos Leon. During the elevator ride, the only interaction I had with this individual was me informing Leon that he had food on the left corner of his mouth. As I exited the elevator. I again informed him about the food in case he wanted to wipe it off. As I walked away from the elevator I could hear Leon shouting "What's your name?!" Nothing further to report on this incident.

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Rowland, Jeff

From: Rowland, Jeff
Sent: Thursday, February 14, 2019 12:32 PM
To: Martinez, Stuart
Subject: Carlos Leon - conversation Tuesday 2/12

Greetings,

Per our conversation the following are details related to my conversation with Carlos Leon on 2/12/2019. Carlos has asked to speak with me in reference to the actions of a security staff member that he (Carlos) thought were policy/procedure issues that needed to be addressed to and with the officer involved.

Mr. Leon provided me with a hand written document. Mr. Leon stated that Officer Wade had harassed him, assaulted him and attempted to gaslight him. Mr. Leon went on to stated that while seated at a workstation he had seen Officer Wade approaching. He was seated at the workstation "minding his own business with his sunglasses and headphones on when Officer Wade approached him and pounded on the desk top to get his (Mr. Leon's) attention. Mr. Leon stated that he ignored Officer Wade who then proceeded to touch him on his hand (in an attempt to get his attention) and Mr. Leon stated that he had been assaulted. At this time I listened to his input about the incident and did not take the time to read thru the 23 pages of document he was providing me. Mr. Leon expressed his opinion about what actions should be taken. I informed Mr. Leon that we would be investigating and addressing any issues if they occurred. Mr. Leon asked when I thought I would have a response and outcome to his concerns and I advised him possible the following week. Mr. Leon responded that he would meet with me and that I should anticipate that he would be requesting that information be put in an open records request. I thanked Mr. Leon for his time and we parted. Below are the details of the conversation with Carlos Leon to the best of my recollection and I have not omitted any details in an effort to distort the details.

Jeff Rowland
Security Supervisor
Phone: (512) 971-9613 office
Email: jeff.rowland@austintexas.gov



(21)

Martinez, Stuart

From: Martinez, Stuart
Sent: Thursday, February 14, 2019 4:47 PM
To: Ruiz, Reyna
Subject: FW: Rough draft
Attachments: Carlos2-8.docx

FYI

Stuart Martinez, MHRM, SHRM-CP, PHR
Human Resources Office | Human Resources Advisor
512-974-9637 | stuart.martinez@austintexas.gov



2018
TOP INNOVATOR

From: Rowland, Jeff
Sent: Thursday, February 14, 2019 3:58 PM
To: Martinez, Stuart <Stuart.Martinez@austintexas.gov>
Subject: FW: Rough draft

Is there anything else you think Vincent needs to add to his incident report before it is submitted?

From: Wade, Vincent
Sent: Thursday, February 14, 2019 3:54 PM
To: Rowland, Jeff <Jeff.Rowland@austintexas.gov>
Subject: Rough draft

Attached is the rough draft

At approximately 1620 hours, on the date of 11-08-2019, and while on interior patrol conducting Guard Trax, I encountered a patron identified and recognized as Carlos Leon who was sitting at a computer on the North 6th floor. I noticed a piece of paper on the floor near him, and out of a courteous gesture of customer service, I stopped to inform him that a piece of paper was on the floor near his right foot. I was thinking that it might belonged to him. I verbally tried to get his attention several times without him responding. I then lightly touched the right sleeve of his jacket and asked was the paper on the floor his. He then began yelling in a loud voice "Whats your name!! Don't put your hands on me!! You assaulted me!! ". Other than engage in further conversation with this individual and to deescalate the situation, I walked away to continue my patrol. His extremely loud outburst had begun to get the attention of other nearby patrons. A few minutes later, after seeing he had departed the area, I passed by the area where he had been sitting, and picked up the paper from the floor and placed it on the table. There was no further interaction between myself and this I individual. A copy of the video has been placed in NCL Video titled 19Carlos6th

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Department » City Clerk



2019 Meetings: Page 1 of 1

2019 Meetings: Public Safety Commission

Meeting documents are also available for:

[2018](#) | [2017](#) | [2016](#) | [2015](#) | [2014](#) | [2013](#) | [2012](#) | [2011](#) | [2010](#) | [2009](#)

March 4, 2019

Regular Meeting of the Public Safety Commission - *Monthly Public Safety Commission Meeting*

[Agenda - PSC Meeting Agenda for March 4, 2019 \(32KB\)](#)

[Play video - PSC Mtg- March 4, 2019 video](#)

[Backup - PSC Back Up \(34KB\)](#)

[Backup - PSC - Citizen Communication Handout - Carlos Leon \(3-4-2019\) \(13.1MB\)](#)

[Backup - PSC Back Up - # 5 - Follow up to February 4, 2019 from ISAT \(Inter-agency Sexual Assault Team\) from Beverly Mathews w/Travis County District Attorney \(144KB\)](#)

[Backup - PSC Back Up - #3 from EMS \(164KB\)](#)

[Backup - PSC Back Up - #3 Scope of Work \(108KB\)](#)

[Backup - PSC Back Up - #4 - Sobering Center Power Point \(553KB\)](#)

[Backup - PSC Back Up - #4 2018 Crime report stats from APD \(2.1MB\)](#)

[Backup - PSC Back Up - #5 - Form \(EVAW\) \(87KB\)](#)

*When I spoke at against
vince Wade during
Citizen Communication*

*Copies of my
complaints
against Vince
Wade*



City of Austin - Austin Public Library (APL)

(24)

Subject: PIR C026228-030619- Open Record Request

Requestor: Carlos Leon

Request: Regarding two (2) complaints made to Jeff Rowland concerning Security Guard Vincent Wade (on January 14, 2019 and February 8, 2019). Here is the information he is requesting:

1. APL HR's official reports;
2. APL HR's official responses;
3. APL HR's official disciplinary actions against Vincent Wade;
4. Any and all other APL written communication, including any and all electronic communication including those by any APL security staff or employees;
5. Vincent Wade's official responses.

Due Date: Monday, March 18, 2019

APL Responsive Information: *Attached*

Responsive Information Cost estimate:

Research, Gather and Print materials: 30 minutes

Number of pages provided: 54 (not including cover)



City of Austin

Law Department

301 W. 2nd Street, P. O. Box 1088
Austin, Texas 78764-1088
(512) 974-2268

March 7, 2019

Carlos Leon

Dear Carlos Leon,

Please find enclosed the responsive document for your public information request (PIR C026002-030419):

"When does APL Security Guard, Vincent Wade's probationary period end? Meaning, the first 90 days of employment.

- Carlos Leon

**I'll pick up the answer at the front desk of the Law Department (4th floor)*."*

Thank you for contacting the City of Austin.

PIR Team
City of Austin- Law Department
(512) 974-2268

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APL Security Guard Vincent Wade's probationary period will conclude on Saturday, July 20, 2019.

(27)

Application: Vincent Wade

Posting number: COA078604

Posting: Security Guard (City of Austin)

Form: Application

Submitted: July 30, 2018 at 10:33 PM (confirmation number: CN002009775)

Personal Information

Personal Information

First Name:	Vincent
Middle Name:	N.
Last Name:	Wade
Mailing Address:	
City:	
State:	
Zip Code:	
Country:	United States of America
Residential Address:	
City:	
State (OLD):	
State:	
Zip Code:	
Country:	United States
Home Telephone:	
Other Telephone:	
Email Address:	
What date are you available to begin working?	08/06/2018
Salary Desired:	\$14/hr
Are you legally eligible for employment in the U.S.?	Yes
Are you a current City of Austin Employee?	No
If you are a current City of Austin Employee, please enter your eight digit Employee Number	

If you are a City of Austin Employee, what is your employment status?	
If you are currently or ever have been an employee of the City of Austin, which department did you work in?	Convention Center
If you are not a current City of Austin employee, have you previously worked for the City?(HISTORICAL)	
If you are currently or ever have been an employee of the City of Austin, which department did you work in? (HISTORICAL)	
If yes, please list the dates of your employment:	2015 - 2017
Are you related to any member of the City Council or any person now employed by the City of Austin?	No
If yes, please list the relative's name, department, and relationship:	

Educational Information

Did you graduate from High School or receive a GED?	Yes
---	-----

Confidential EEO Information

Voluntary Demographic Data

Have you ever applied for a job with the City of Austin?	Yes
How did you hear about this opportunity?	City of Austin Website

Educational Record

Educational Record

Name of School:	Austin Community College
City:	Austin
State:	TX
Type of School:	Undergraduate College/University
Major Field of Study:	Criminal Justice
Diploma, Degree, or Certificate earned:	Associates

(29)

Hours Earned:	90
Did you graduate?	Yes

Employment Record

Employment Record

Employer:	Travis County Facilities Management
Address:	700 Lavaca
City:	Austin
State:	TX
Type of Position:	Full-Time
If part time, enter the number of hours worked per week:	
Position Title:	Building Security
Number of employees supervised by you:	0
Start Date:	04/02/2018
End Date:	06/07/2018
Supervisor's Name:	Mark Jackson
Supervisor's Phone:	5128548635
May we contact this employer?	Yes
Reason for Leaving:	Resigned -working part time private security
Describe responsibilities and duties you performed or skills you have that are required for the position for which you are applying:	Provides basic building security for County facilities during normal business hours or after hours and on weekends and holidays. Ensures doors and windows are locked and secured during non-business hours. Reports security violations and questionable activities

Employer:	Travis County Sheriff Dept
Address:	509 W.11th Street
City:	Austin
State:	TX
Type of Position:	Full-Time

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If part time, enter the number of hours worked per week:	
Position Title:	Corrections Officer / Peace Officer
Number of employees supervised by you:	
Start Date:	08/19/2015
End Date:	10/31/2017
Supervisor's Name:	Stephen McBride
Supervisor's Phone:	512-854-4180
May we contact this employer?	Yes
Reason for Leaving:	Retired
Describe responsibilities and duties you performed or skills you have that are required for the position for which you are applying:	Maintained safety and security for the jails, staff and courthouses. Trained officers on policies and procedures of the department.

References

References

Name of Reference:	Jennifer Martinez
Phone Number:	512-799-3194
Email Address	Jennifer.Martinez@traviscountytx.gov
How do you know this reference?	Friend, former co-worker

Name of Reference:	John Curtis
Phone Number:	4065435984
Email Address	
How do you know this reference?	Friend

Additional Information

Licenses & Certifications

(31)

Check those that apply for your Valid Texas Driver's License:	Operator C
List other current/valid licenses, certifications, or registrations required for the position for which you are applying. Indicate types and dates received.	Peace Officer, Private Security License

Special Training/Skills/Languages

List all job related training and skills and/or equipment you can operate:	Proficient in Microsoft Word, Excel, PowerPoint, Prezi, Microsoft Office
Typing Test by TWC or City of Austin:	No
Typing Test Date:	
Typing Score (wpm):	
Languages other than English if required for this position:	
Language proficiency (first):	
Languages other than English if required for this position:	
Language proficiency(second):	

Veteran Info

Are you an honorably discharged Veteran, serving on active duty or currently serving in the Guard or Reserves in the United States Armed Forces?	Yes
--	-----

Supplemental Questions

Required fields are indicated with an asterisk (*).

1. The Minimum Qualifications for this position are: Graduation from High School or equivalent, plus one (1) year experience providing security services. Do you meet these Minimum Qualifications?

☒ 1. Yes

☐ 2. No

☐ 3. No Answer

2. Do you have a valid Texas Class "C" Driver's License, or equivalent?

☒ 1. Yes

☐ 2. No

☐ 3. I have a current out of state driver's license

☐ 4. No Answer

3. Please describe how you meet the preferred qualifications listed for this position.

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I've been in the security field for over twenty years, serving as a trainer as well as a supervisor. I hold an Associate Degree in Criminal justice

4. Driving is an essential function of this job, so driving eligibility and insurability must be verified at the time of hire. If selected as the top candidate, do you understand that your driving record will be evaluated to ensure it meets the City's Safety Driving Record Standards?

☒ 1. Yes

☐ 2. No

☐ 3. No Answer

5. This position has heavy public contact with adults, children and other diverse populations. Please describe your experience working and/or interacting with these groups?

As a peace officer i have worked in the community as well as providing security for various functions which adults and children of all races attended.

6. Detail your daily work responsibilities from the security jobs listed on your application.

Provided security in the jail, courtroom, courthouses and various Travis County facilities.

Conducted foot patrol inside and outside of buildings to ensure public safety and to report any crimes

7. Do you have experience preparing daily activity and/or incident reports?

☒ 1. Yes

☐ 2. No

☐ 3. No Answer

8. This position requires frequent computer usage in order to serve our customers. Please explain how you have previously applied your computer knowledge with a prior employer.

I've used computer programs such as powerpoint and prezi to present training information i would compile to staff

9. Please describe your experience providing security services for public assemblies, private, and/or entertainment events.

As a peace i worked various security assignments such as football stadiums, convention center, and many concerts

10. How many years of experience do you have working with and monitoring security systems?

☐ 1. Less than 2 years

☐ 2. 2 - 3 years

☐ 3. 3 - 4 years

☒ 4. More than 4 years

☐ 5. None

☐ 6. No Answer

11. Do you have experience monitoring fire alarm systems and access codes systems?

☒ 1. Yes

☐ 2. No

☐ 3. No Answer

12. Providing excellent customer service is an essential part of what makes an organization successful. Give

(33)

an example of a time you provided great customer service. What was the situation and how did your actions help the customer(s) have a better experience?

13. In your own words, define "teamwork," and explain why working as a team is an integral part of a job? Teamwork is all employees coming together to perform and accomplish task to satisfy the goal of their agency or industry

14. If Identified as a top candidate, do you agree to a Criminal Background Investigation (CBI)?

☒ 1. Yes

☐ 2. No

☐ 3. No Answer

15. My job application is detailed and complete, and I understand that if I am selected as the top candidate for this particular job, my salary will be determined based on the experience submitted on my job application.

☒ 1. Yes

☐ 2. No

☐ 3. No Answer

Optional & Required Documents

Required Documents

No required documents added.

Optional Documents

Kind	Name	Conversion Status
Resume	-	-

Certify

I understand that if I am hired, it will be at the discretion of the Department Director, subject to the approval of the City Manager, as prescribed in the City Charter. I further understand that if I am not currently employed by the City of Austin in a regular position, then I will be in a probationary status following my Initial Selection for a period of six (6) months. While in probationary status, I will be an at-will Employee and may be dismissed from employment at any time and on any basis, not prohibited by federal or state law, and without a right to the Appeal Procedures under Municipal Civil Service. City employees are subject to the City of Austin Ethics and Financial Disclosure Ordinance, Chapter 2-7 of the Code of the City of Austin, 1992, as amended. Copies of the Ordinance are available at the Human Resources Department. I certify that I have made no misrepresentation in this application and I have not withheld information in my statements and answers to questions. I hereby authorize the City of Austin to investigate and verify any representations made by me, either orally or in writing. I hereby release the City, and any individual who provides or obtains information pursuant to this authorization, from any and all liability for damages of any kind that may result to me on account of compliance, or attempts to comply, with this authorization. I am also aware that my application is subject to the Texas Open Records Law and may be released as a public document. I also understand that this application is the property of the City of Austin and will become a part of my personnel file if I am hired.

☒ BY SIGNING BELOW, I certify that I have read and agree with these statements.

vnw Please enter your initials to verify your identity.

Submitted on July 31, 2018 at 03:33 AM by Vincent Wade

