



**Deputy Sheriff's Association of Bexar County**  
**One Badge. One Voice.**



April 15, 2016

To: Media Press Release

Fr: Juan Contreras,  
President, DSABC

Ref: Vote of No Confidence

Date: April 15, 2016

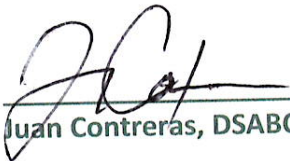
The membership of the Deputy Sheriff's Association of Bexar County (DSABC) is conducting a No Confidence vote against Sheriff Susan Pamerleau. This vote is a direct request from the membership to the executive board due to the morale amongst the rank and file being lower than under any prior administration. Over the past three years, the Union has not spoken out publicly against the Sheriff or her administration. Unfortunately, the Sheriff and her administration has not had the same respect when it comes to the members of the DSABC. The Sheriff has made it her priority to publicly humiliate every officer of the Sheriff's office based on accusations rather than convictions. Due to the Sheriff's absence of respect for our officers we must give our membership a voice in the public's eye.

The public attacks against our membership has decreased the morale to an unresisting level causing a high turnover rate. Our officers are forced to work 16 hour shifts depriving them of family and opportunities to decompress in a healthy environment. This depth of morale for the Sheriff's office has a tremendous effect on the public. Hopefully you can all relate to having a day that you did not want to be at work, or having to worry if you will be forced to stay at work for an additional amount of time for compensatory time only. On days like that how productive are you? When deputies have low morale and have a day when they don't want to be at work it affects their production which directly affects this great county's safety and security.

The Sheriff's un-willingness to compromise, to have open communication and play by the rules has led to numerous grievances from the DSABC, many of these grievance being forced to arbitration costing the county tax payers thousands of dollars. In the year of 2015 over 15 grievances have been taken to arbitration in which the Sheriff's Office has lost 13 of those grievances due to her unwillingness to do the right thing and fix the problem amicably with the DSABC.

The Sheriffs desire to publicly discredit her officers, her inability to boost morale which affects the public safety, and her incapacity to do the right thing which waste tax payers money is the reason for our Vote of No Confidence.

In Solidarity,



Juan Contreras, DSABC President