

Reduced to 3 days 6-14-16



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

TO: Corporal Ryan S. Ferrell, Badge #1539, Emp.# 353551, Detention

DATE: March 9, 2016

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of Thirty (30) days from the position of Detention Corporal.

According to PSI Investigation IA2016-0086, 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:

C. Insubordination-Unwilling to submit to authority.

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

5.03 OBEDIENCE

A. Deputy Sheriffs and employees shall strictly obey and properly execute any lawful order or instruction emanating from their supervisors or ranking Deputy Sheriffs. To defy the authority of any supervisory officer by obvious disrespect, disputing orders, or failing to or deliberately refusing to obey any lawful order given shall be considered as insubordination. No supervisory officer shall knowingly or willfully issue any order which is a violation of any law, ordinance, or a Sheriff's Official rule or regulation. Should any subordinate receive an order which conflicts with a previous order from another supervisory officer or with any rule or regulation of the Sheriff's Office, the receiving officer shall respectfully call attention to the conflict. If the current supervisory officer giving the conflicting order does not modify their order to eliminate the conflict, the order shall stand and the responsibility shall rest with the supervisor. Such matter should then be brought to the attention of the Sheriff through the chain of command.

B. No Deputy Sheriff is required to obey an order which is contrary to the laws of the United States, statutes of the State of Texas, or ordinances of any city in the County of Bexar. Any such order should be reported through the chain of command to the Sheriff.

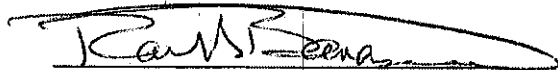
The factual basis for the disciplinary action is as follows: On or about October 20, 2015, you were issued a written order directing you not to commit a certain act and/or refrain from engaging in specific conduct, to wit: Prohibition from engaging in any off-duty work employment for ninety (90) days.

On December 19 2015, you were insubordinate and deliberately violated this written order by working off-duty employment at the AT&T Center. Your conduct in failing to submit to authority is unacceptable behavior and will not be tolerated by the Sheriff's Office.

Persons with knowledge of these incidents:

Chief Deputy Manuel Longoria
Deputy Chief Raul S. Banasco, Jail Administrator
Deputy Chief Louis Quinones, Assistant Jail Administrator
Sergeant John Mahon, Professional Standards and Integrity Division
Captain Brian Barabasz, Detention Shift Commander
Lieutenant Lance Spengler, Detention Assistant Shift Commander
Corporal Ryan Ferrell, Detention

You are advised that you may respond to this Notice of Proposed Suspension to the undersigned, in person or in writing, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Sheriff's Administration no later than the fifth (5th) business day following receipt of this document. If you have any questions on your rights under the Bexar County Sheriff's Civil Service Commission, you may contact the Civil Service Commission, at 210-335-0728.

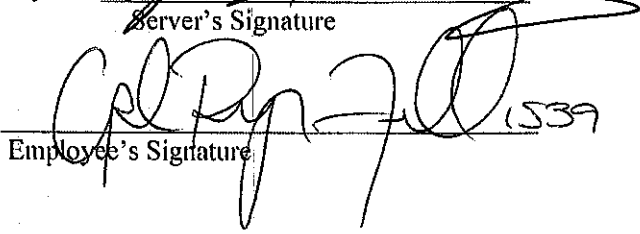


Deputy Chief Raul S. Banasco
Jail Administrator

cc: 1) HR file 2) Employee 3) Section file

The foregoing Notice of Proposed Suspension was served upon Cpl. Ryan Ferrell on 16th day of March 2016.

By:


Server's Signature
Employee's Signature



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

TO: Corporal Ryan S. Ferrell, Badge #1539, Emp.# 353551, Detention

DATE: March 9, 2016

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of Thirty (30) days from the position of Detention Corporal.

According to PSI Investigation IA2016-0086, 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:

C. Insubordination-Unwilling to submit to authority.

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

5.03 OBEDIENCE

A. Deputy Sheriffs and employees shall strictly obey and properly execute any lawful order or instruction emanating from their supervisors or ranking Deputy Sheriffs. To defy the authority of any supervisory officer by obvious disrespect, disputing orders, or failing to or deliberately refusing to obey any lawful order given shall be considered as insubordination. No supervisory officer shall knowingly or willfully issue any order which is a violation of any law, ordinance, or a Sheriff's Official rule or regulation. Should any subordinate receive an order which conflicts with a previous order from another supervisory officer or with any rule or regulation of the Sheriff's Office, the receiving officer shall respectfully call attention to the conflict. If the current supervisory officer giving the conflicting order does not modify their order to eliminate the conflict, the order shall stand and the responsibility shall rest with the supervisor. Such matter should then be brought to the attention of the Sheriff through the chain of command.

B. No Deputy Sheriff is required to obey an order which is contrary to the laws of the United States, statutes of the State of Texas, or ordinances of any city in the County of Bexar. Any such order should be reported through the chain of command to the Sheriff.

The factual basis for the disciplinary action is as follows: On or about October 20, 2015, you were issued a written order directing you not to commit a certain act and/or refrain from engaging in specific conduct, to wit: Prohibition from engaging in any off-duty work employment for ninety (90) days.

On December 19 2015, you were insubordinate and deliberately violated this written order by working off-duty employment at the AT&T Center. Your conduct in failing to submit to authority is unacceptable behavior and will not be tolerated by the Sheriff's Office.

Persons with knowledge of these incidents:

Chief Deputy Manuel Longoria

Deputy Chief Raul S. Banasco, Jail Administrator

Deputy Chief Louis Quinones, Assistant Jail Administrator

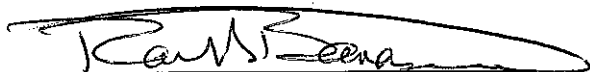
Sergeant John Mahon, Professional Standards and Integrity Division

Captain Brian Barabasz, Detention Shift Commander

Lieutenant Lance Spengler, Detention Assistant Shift Commander

Corporal Ryan Ferrell, Detention

You are advised that you may respond to this Notice of Proposed Suspension to the undersigned, in person or in writing, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Sheriff's Administration no later than the fifth (5th) business day following receipt of this document. If you have any questions on your rights under the Bexar County Sheriff's Civil Service Commission, you may contact the Civil Service Commission, at 210-335-0728.



Deputy Chief Raul S. Banasco
Jail Administrator

cc: 1) HR file 2) Employee 3) Section file

The foregoing Notice of Proposed Suspension was served upon Cpl. Ryan Ferrell on _____ day of March 2016.

By: _____

Server's Signature

Employee's Signature