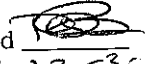




Susan Pamerleau

Sheriff

Bexar County, Texas

Approved 

Date 12-3-13

**NOTICE OF PROPOSED SUSPENSION**

**EMPLOYEE:** Officer Joseph Garza #1670, 1st Shift, Main Jail

**DATE:** November 9, 2013

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **three (3)** days from the position of Detention Officer for the violation of the following subsection(s) of Section 9.02 of the Bexar County Sheriff's Department Civil Service Rules:

**J. Poor Job Performance**

**The specific reason(s) for this action:** On Friday, November 01, 2013, you were assigned to Master Control, Station #1 at the Main Jail. On this date your duties included the monitoring of any movement of staff or inmates through the 1<sup>st</sup> Floor Triangle Doors, which are adjacent to Booking, Medical Section and the unsecured side of the facility. At approximately 0945 hours, you inadvertently opened all three doors in the 1<sup>st</sup> Floor Triangle vestibule which exposed the Booking Section, Medical Section and any inmate traffic to the unsecure area of the facility. This error caused a breach in the security of the facility. Booking Change Room Officer Antonio Prado III #3056, observed this breach and immediately notified Master Control and stood by until all doors were secured. This breach was also observed by Sergeant Evelyn Wiggins #1190, who also stood by until the doors were secured (reference FIR #110113-13). Such conduct and neglect will not be tolerated.

**The corrective action required:** You are to ensure all personnel who enter the secure area of this facility possess and display a law enforcement badge and/or insignia or a valid (photo) Security Identification Pass approved by the B.C.S.O. When assigned to Master Control you are required to monitor and control the opening and closing of all B.C.A.D.C. security doors and critical areas via CCTC cameras. You shall ensure that all personnel who do not possess valid security identification are not allowed into the secure areas of this facility. Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

You are further 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 supervision/management in the Shift Commander's Office no later than the **fifth (5<sup>th</sup>)** business day following receipt of this document.

  
\_\_\_\_\_  
Captain Raul Gonzales #1800

Annex Shift Commander, 1<sup>st</sup> Shift

**Notice of Proposed Suspension  
Officer Joseph Garza #1670**

**page 2**

The Foregoing Document was served upon Officer Joseph Garza #1670, on 12/16/13,  
2013 at 1350 hours by:

Captain Louis Valdez #1560  
Printed Name/Badge of Server

Captain Louis Valdez #1560  
Signature of Server

I acknowledge receipt of this Document.

yo J. Garza #3057  
Signature of Employee

Original: 1) Personnel File Copy: 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician