

Reduced to 15 days 4-9-15



Susan Pamerleau
Sheriff
Bexar County, Texas

11/2/15

NOTICE OF PROPOSED SUSPENSION

TO: Deputy David Ramos, Badge #1973, 1st Main
DATE: December 31, 2014

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you for Thirty (30) Days from the position of Detention Officer.

According to PSI Investigation #14-450, 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:

Section 9.02

- D. Dishonesty-characterized by lack of trust, honesty or truthfulness.**
- O. Conduct or action that would seriously impair job effectiveness.**

In addition the Policies and Procedures of the Bexar County Sheriff's Office which you have violated are as follows:

5.18 Language and behavior

Employees shall not use vulgar, insulting or threatening language, uncomplimentary terms of speech, intentionally antagonize, or behave in an arrogant manner toward any other member of the Sheriff's Office, the public, or inmates in the custody of the Sheriff's Office.

5.26 Untruthfulness

No employee of the Sheriff's Office shall make or give any false statements to supervisors when being questioned, interviewed or submitting official reports. To do otherwise is to create an undesirable dishonest situation, characterized by lack of trust, honesty, or truthfulness.

The factual basis for the instant disciplinary dismissal is as follows:

On or about October 26, 2014 you were assigned as the 6th floor rover when you unnecessarily entered Unit CH on the 4th floor to "socialize" with Deputy Daniel Pollard, #2949. While in the Unit, Inmate Bert Villa, SID#431399 reported that he was the target of harassment by you, in the form of hand gestures toward him and inciting Deputy Pollard to needlessly "write him up" because you believed he was "a piece of shit." Later that evening, Deputy Pollard received a Facebook messenger message from you stating "If you get this in time a sergeant Beda is going to talk to

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Deputy David Ramos

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you about me going into your unit yesterday, inmates are saying I went to harass him when you and I know I didn't I only went to talk to Dupree", which contradicts your statement to Professional Standards and Integrity stating "when I was talking to Dep. Pollard I saw inmate Dupree walking the dayroom and that's when I talked him because he was my trustee in that unit when I was working CH." Deputy Pollard confirmed you asked him to needlessly write the inmate up and numerous other inmates verified that you were making hand gestures toward Inmate Villa.

Your conduct violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

1. Your contradictory statement to PSI constitutes dishonesty and untruthfulness. (SO: 5.26 Untruthfulness; CS: 9.02 D)
2. Your dishonest and antagonistic behavior constitutes conduct or action that would seriously impair job effectiveness. (CS: 9.02 O)
3. Your lack of professionalism and attitude while in the unit constitutes a violation of the Language and Behavior policy. (SO: 5.18 Language and Behavior)

Persons with knowledge of these incidents:

Chief Deputy Manuel Longoria, Sheriff's Administration
Deputy Chief Raul S. Banasco, Jail Administrator
Captain Louis Valdez, Shift Commander
Sgt. Robert Garza, PSI Investigator
Sgt. Gilbert Bedia, Detention
Sgt. Lance Spengler, Grievance Coordinator
Cpl. Brett Retherford, Detention
Deputy Daniel Pollard, Detention
Inmate James Nealy, SID# 898870
Inmate Joel Cervantes, SID# 9666
Inmate Joseph Pena, SID# 666625
Inmate Justin Perez-McDonald, SID# 1009634
Inmate Brian Jackson, SID# 766295
Inmate Louis Mireles, SID# 428183
Inmate Jesus Cardenas, SID# 364483

You are informed and 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 must be received and time stamped in Detention Administration no later than the fifth (5th) business day following receipt of this document.



Deputy Chief Raul S. Banasco,
Jail Administrator

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Deputy David Ramos

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The foregoing Notice of Proposed Suspension was served upon Deputy David Ramos
on this ____ day of January, 2015 by:

Printed Name and Badge of Server

Server's Signature

I acknowledge receipt of the foregoing document: _____

Employee's Signature

cc: 1) Original -Personnel file 2) Employee 3) Administrative file