

Agreed Order of Suspension 5 days Served
Redeemed 10/8/15



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

TO: Deputy Steven Metcalf, Badge #0342, Employee # 13599 --- Patrol Division

DATE: August 25, 2015

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you for Fifteen (15) Days from the position of Law Enforcement Deputy.

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:

- J. Poor Job Performance.
- P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.

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

Specifically described below:

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

- 5.35 CARE OF COUNTY PROPERTY AND EQUIPMENT
- 6.09 REPORTING CRIMES
- 8.04 PROCEDURES
- 8.05 DEPUTIES/DETENTION OFFICERS RESPONSIBILITIES
- 8.08 COMPLETION PROCEDURES FOR FORM AR-105

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

On May 20, 2015, you reported to the SAPD that your BCSO issued vehicle, Unit 9794, had been burglarized. In the report, under case number SAPD15106874, you stated that forced entry was made through the driver's door and several items were taken to include a custom built rifle with upper/lower receivers of different manufacturer, a 5.11 bag with 3 Glock mags & 3 M4 Mags, a pair of handcuffs, and a set of PVS 14 Night Vision goggles.



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In your report to the Sheriff's Office you wrote that vehicle #9794 was burglarized and damaged. You further reported that "numerous Personal items" were taken along with the "rifle gun lock" and BCSO issued body armor. The vest was subsequently returned to you by a COSA Public Works employee. The vest was damaged and needed replacing.

When Sgt. Pruneda saw you that week you verbally informed him of the incident and stated that your rifle had been taken from the vehicle. This information was not included in the report you provided to the Bexar County Sheriff's Office. On a further note, Sgt. Pruneda had observed this rifle in your gun lock on several occasions when he had the opportunity to work on your vehicle's computer.

On the week of July 17, 2015, Lt. D. Casillas asked Sgt. Pruneda if he knew of anyone reporting a rifle being stolen out of a patrol vehicle. Sgt. Pruneda advised him that you had told him your rifle had been stolen out of your county vehicle. Lt. Casillas showed Sgt. Pruneda pictures that he had been sent by SAPD of a rifle they had recovered. It was a picture of an AR-15 with what appeared to be a rifle rack lock attached to the handguard. It matched the rifle Sgt. Pruneda had personally seen in your vehicle. On that date Lt. Casillas showed you the same pictures and you acknowledged that the rifle depicted was yours. It was later discovered that, when you attempted to requalify with your BCSO issued rifle on November 15, 2013, you withdrew from the qualification course. You then returned your BCSO issued rifle on November 22, 2013 as you were no longer authorized to carry a Law Enforcement Patrol Rifle. As of the writing of this proposal you still have not completed the rifle requalification course.

Persons with knowledge of these incidents:

Lt. Dennis Casillas
Lt. Ronald Schuler
Sgt. Augustin Pruneda
Sgt. Frank Bellino
Dep. Ron Jimenez

Corrective action:

In the future you will adhere to all departmental policies cited above. Be advised that complete reporting of incidents of criminal activity will be expected. Due care of county owned equipment is expected of all employees. Only authorized firearms will be carried by deputies that have completed the appropriate qualification courses.

Be advised that continuation of the action (or lack of action) that resulted in this Notice of Proposed Suspension will result in more serious disciplinary action, including dismissal from the Sheriff's Office.

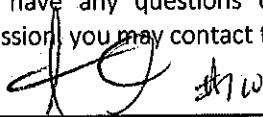


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You are advised that you may respond to this Notice of Proposed Suspension to the undersigned, in person or in writing, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Sheriff's 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 210-335-2688.



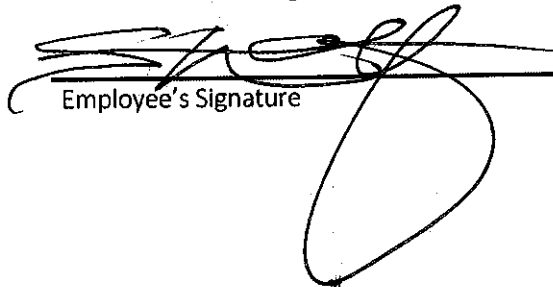
Captain Martin C. Molina, Patrol/Special Operations Division

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

The foregoing Notice of Proposed Suspension was served upon Deputy Steven Metcalf #0342 on 26th day of August 2015.

By: Sgt [Signature] 260

Server's Signature



Employee's Signature