



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved *[Signature]*
Date *5/2/14*

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Detention Corporal Santos Quintero #1267, 3rd Detail Detention Annex
DATE: May 8, 2014

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **FIVE (5)** days from the position of Detention Corporal for the violation of the following subsections(s) of Paragraph 9.02 of the Rules of the Bexar County Sheriff's Civil Service Commission:

C. Insubordination – Unwilling to submit to authority

P. Conduct which has proven to be detrimental or has an adverse affect on the department

And violation of the Bexar County Sheriff's Manual of Policy and Procedures, Detention Manual of Policy and Procedures subsection(s)

5.03 OBEDIENCE

5.05 Harmony and Cooperation

5.30 CONDUCT UNBECOMING A OFFICER

The specific reason(s) for this action: On Thursday, May 8, 2014, you were scheduled for Mandatory Overtime Duty as noted in the list provided by Staffing and Compliance. The mandatory compensatory list is posted in advance, and all officers are aware that it is their responsibility to report for additional duty on their scheduled date. On the aforementioned date, I called you at your Annex Duty post (Corridor 125) to inform you that I was going to have you work overtime. You then replied that you were going to write an "FIR" (Facility Incident Report) stating you could not stay because you had an exam that you had to take. SERT Officer Arecey Miranda dropped off a report written you instructed her to take to me. I told you that the MOT schedules are done in advance so that arrangements may be done in advance by personnel scheduled to work overtime. I then instructed you to stay for overtime and you again stated that you were not going to stay even after I warned you that your action is grounds for Insubordination.

Your failure to report for you assigned mandatory tour of duty caused a hardship on your fellow employees who were not subject to report for mandatory duty that day, or it was not their turn to stay, but fulfilled their obligation to report, and was therefore required to fill a vacant post as a result of your conduct, and disobedience. Furthermore, this causes disharmony among the rank and file, has an adverse effect on the personnel assigned to Detention Division, and impairs the operation.

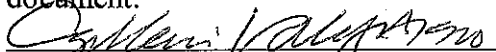
✓14-108

Notice of Proposed Suspension
Detention Corporal Santos Quintero #1267


Corrective Action Required: In the future, you will adhere to all departmental policies cited above, and comply with all orders, and instructions given to you by ranking personnel (3.03, 3.05 & 3.07 of the Sheriff's Manual of Policy and Procedure) whether you agree with them, or not, unless illegal, or immoral. Being insubordinate and creating disharmony in the workplace is not acceptable and will not be tolerated

Be advised persistence in this type of behavior which resulted in this Notice of Proposed Suspension may result in additional disciplinary action to include termination from the Bexar County Sheriff's Office.

You are further advised that you may grieve 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 (5th) business day following receipt of this document.



Captain Louis Valdez #1900
Shift Commander, 1st detail

The Foregoing Document was served upon Detention Corporal Santos Quintero #1267 on 6-2, 2014 at 0200 hrs by:


Printed Name/Badge of Server


Signature of Server

I acknowledge receipt of this Document:


Signature of Employee

Distribution:

Original: 1) Personnel File Copy: 2) Employee 3) Section File