

Reduced to 4 days 8-31-15



2015 AUG 25 PM 6:19

Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

Approved	<i>[Signature]</i>
Date	8/13/15

EMPLOYEE: Frank Ramos #3003, employee # 37273, 2nd Shift, Annex
DATE: August 13, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of ten (10) day(s) from the position of a Detention Officer for the violation(s) of the following subsection(s) of paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:

- J. POOR JOB PERFORMANCE**
- O. CONDUCT OR ACTION THAT WOULD SERIOUSLY IMPAIR JOB EFFECTIVENESS**
- P. CONDUCT WHICH HAS PROVEN TO BE DETRIMENTAL OR HAS AN ADVERSE AFFECT ON THE SHERIFF'S OFFICE**

The following violation(s) of the Bexar County Sheriff's Office Manual of Policy and Procedures:

- 5.01 GENERAL DISCHARGE OF DUTIES**
- 5.02 PERFORMANCE OF DUTIES**
- 5.24 CONDUCT UNBECOMING AN OFFICER**
- 5.45 BRINGING DISCREDIT**

In addition to the following violation(s) of the Bexar County Sheriff's Office Detention Manual of Policy and Procedures:

- 100.06 NOTIFICATION**
- 900.22 FACILITY INCIDENT REPORT PROCESSING**

The specific reason(s) for this action: On Sunday, August 9, 2015 at approximately 1925 hours you entered the Annex Clothing Room to retrieve clothing items for inmate workers assigned to Corridor 204. Clothing Technician Luis Saldivar was working inside the room. The two of you began to horse play. During your horse play you deployed assigned Taser X26 (X00-570947) in the drive stun mode to Saldivar's right upper arm/shoulder area twice (1925.01 and 1925.05) for one second. You holstered the Taser and left the room with the clothing items and returned to your duty post (reference FIR# ADCA081115-13).

You failed to report this incident to your immediate supervisor and Shift Commander. This incident was brought to Detention Administrations attention after Saldivar notified his immediate supervisor of the incident. When you were questioned about the incident you admitted guilt and apologized for your unprofessional behavior.

This type of unprofessional behavior is unacceptable and will not be tolerated by the Sheriff's Office. As a trained Special Emergency Response Team (S.E.R.T.) member you are held to a higher standard and with your behavior you have brought discredit not only to yourself, but to the S.E.R.T. and Sheriff's Office as a whole.

The corrective action required: In the future, you shall at all times behave as a professional and refrain from horse play while on duty especially towards any other employee of the Sheriff's Office, the public, or inmates in custody. You shall not perform your job assignments by displaying a reluctance on your part to properly perform your duties; act in a manner which would tend to bring discredit upon yourself or the Sheriff's Office as a whole; fail to assume the necessary responsibility; or fail to exercise diligence, proper demeanor, intelligence and interest in the pursuit of your duties.




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During the performance of your assigned duties, you shall carry them out with the highest standards designed to represent your assigned section and the Sheriff's Office in the best possible way. As a deputy you will not display or deploy a Taser except for official use or for inspection. It is your individual responsibility to improve your professionalism and work within the parameters for acceptable conduct and performance according to policy and procedures.

Others who have knowledge of this: Deputy Chief Raul Banasco, Jail Administrator; Deputy Chief Louis Quinones, Asst. Jail Administrator; Deputy Chief Henry Reyes, Asst. Jail Administrator; Captain Timothy Walston #1300, Special Operations; Captain Avery Walker, Shift Commnader-2nd Shift, Annex; Lt. Eleazar Villarreal, Asst. Shift Commander-2nd Shift, Annex; Darrell Wagner, Jail Support Services Manager; and Sam Kpehe, Clothing/Property Room Supervisor

Be advised that a continuation of this behavior, which resulted in this Notice of Proposed Suspension, may result in further disciplinary action which may result with your dismissal from the Sheriff's Office.

You are further advised that you may respond to the undersigned, in writing or in person, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Detention Administration no later than 1700 hours on the fifth (5th) business day following receipt of this document.


Lt. Keith Klepac #4011
Special Operations

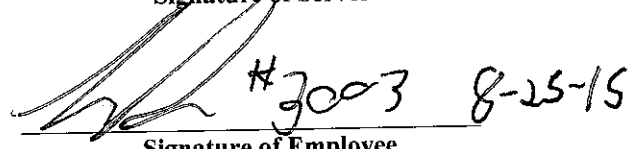
Original: 1) Personnel File
2) Employee 3) Section File 4) Employee Disciplinary/ Grievance Technician

The Foregoing Document was served upon Frank Ramos #3003 on Aug 25, 2015
at 1815 hours by:


Printed Name/Badge of Server


Signature of Server

I acknowledge receipt of this Document.


Signature of Employee