



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved _____
Date _____

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Officer Joseph Trevino #2012, 3rd Detail Annex
DATE: June 18, 2014

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **TEN (10)** days from the position of Detention Officer for the violation of the following subsection(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 Monday, June 9, 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. I advised you that you were needed to assist 1st Detail Main Jail. You indicated in your written report that you could not work because of your school.

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.

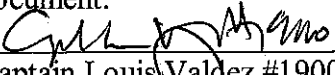
Corrective Action Required.: In the future, you will adhere to all departmental policies cited above, and comply with all orders, and instructions given to you by ranking personnel (3.03, 3.05 & 3.07 of the Sheriffs Manual of Policy and Procedure) whether you agree with them, or not, unless illegal, 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.

**Notice of Proposed Suspension
Officer Joseph Trevino #2012**

Past disciplinary action for the similar incident: March 30, 2014 NPS 5 Day


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

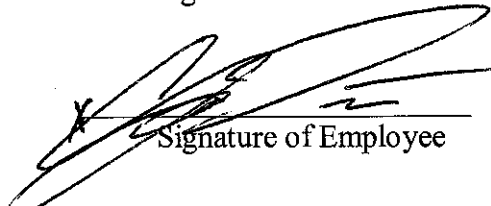
The Foregoing Document was served upon Officer Joseph Trevino #2012 on July 23 2014
at 1805 hrs by:

Kenneth N. Meshe #1000
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