



Susan Pamerleau
Sheriff
Bexar County, Texas

APPROVED **MT**
DATE **12-27-13**

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Deputy Emily Hernandez #2086, Third Detail, Annex
DATE: December 06, 2013

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **Fifteen (15) days** from the position of Detention Officer for violation of the following subsection chapter IX of Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:

C. INSUBORDINATION

In addition to the following violations of the Bexar County Sheriff's Office Manual of Policy & Procedure and the Detention Division Manual of Policy and Procedure:

5.02
900.08-07 IV. B. 9.

PERFORMANCE OF DUTIES
CONTRABAND PROHIBITED ITEMS IN THE SECURED AREAS

The specific reason(s) for this action: On Tuesday, December 3rd 2013, you were assigned to Unit 9B. Due to an inmate allegation that you had shown another inmate items on your cellular phone you were questioned by Sgt. Dawn Pena #1640 in regards to if you did or did not have a cellular phone inside the secure area. When questioned in the B-Tower sergeant's office you admitted to having a cellular phone in your possession. In your written report you admit to having the cellular phone in the secure area and claim that it was because you wanted immediate contact with your babysitter at home due to a sick child. You furthermore stated that you had not used the phone as was alleged. **FIR ADCA120213-08**

Persons who have knowledge of this incident: Lt. Edward McCrea #1181
Sgt. Dawn Pena #1640


The corrective action required: In the future, you will comply with detention policy. You will not bring a cell phone into the secured areas of this facility. You will leave your cell phone in your vehicle or locker. Furthermore you shall comply with 5.02 Performance of Duties from the Sheriff's Officer Manual of Policy and procedure which states in part "An employee shall not perform their job assignments ...by acting in a manner which would tend to bring discredit upon themselves or the Division as a whole." Be advised that repetition of the action (or lack of action) which resulted in this Notice of Proposed Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

You are further advised that you may grieve this Notice of Proposed Suspension in writing to the undersigned. Your written response, if submitted, must be received and time stamped in the Shift Commander's Office no later than the fifth (5th) business day following receipt of this document. Send copies of your grievance to: 1) the Bexar County Sheriff's Civil Service Commission, 211 S. Flores, San Antonio, Texas, 78204; 2) and to the Bexar County Sheriff's Personnel Office. Any further information regarding your Civil Service rights may be obtained from Ms. Andrea San Miguel, Director of the Civil Service Commission, at (210) 335-2688.

13-1054

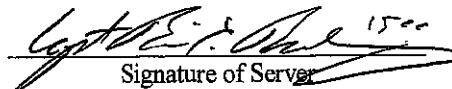
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Deputy Emily Hernandez #2086

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Captain Brian E. Barabasz #1500
3rd Detail Shift Commander – Main Jail

The Foregoing Document was served upon Deputy Emily Hernandez #2086 Dec 31, 2013 at 0045 hours by:

Capt. Brian Barabasz #1500
Printed Name/Badge of Server


Signature of Server

I acknowledge receipt of this Document.


Signature of Employee

Original: 1) Personnel File

Copy: 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician