

Reduced to 2 days 11-3-15



11-4

Approved:

Date: 10/19/15

Susan Pamerleau

Sheriff

Bexar County, Texas

Notice of Proposed Suspension

EMPLOYEE: Deputy Jacob Guevara #1621, 2nd Detail, Main Jail

DATE: September 26, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for total of (05) days from the position of Detention Officer for violation of the following subsection(s) of Section 9.02 of the Bexar County Sheriff's Civil Service Commission:

J. Poor Job Performance

O. Conduct or Action that would seriously impair job effectiveness

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

5.01 General Discharge of Duties

5.02 Performance of Duties

BC No 900.17- Supervision and Control of Inmates

The specific reason(s) for this action: On Monday September 14, 2015 you were assigned to Unit LC which currently houses inmates classified as Full Suicidal Precaution (FSP). This classification of inmates requires constant observation and your undivided attention. At approx. 2103hrs you observed Inmate Renteria, Jesus #661000 returning from Unit LD through an unsecured door. After reviewing a video of the Unit, inmates are seen gathering around door (016A) and another inmate in an orange uniform. You stated in your report that you believed that an assault was about to take place, however you also indicated that you now believe that it was a distraction. Your inability to take control of the Unit and of the inmates in the Unit constitutes poor job performance and failure to discharge your duties. Failing to observe Inmate Renteria exit the Unit through an unsecured door constitutes failure to Supervise (FIR #091415-28)

The corrective action required: In the future you will adhere to all policies set forth by the Bexar County Sheriff's Office and The Civil Service Commission. You shall also be more attentive of what you are doing and prevent inmates from distracting you while conducting your duties. Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, may result in additional disciplinary action to include dismissal from the Sheriff's Office.

You are further advised that you may grieve this Notice of Proposed Suspension in person or in writing to the undersigned, 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 at the Main Jail no later than the fifth (5th) business day following receipt of this document.

Captain Steven Long #1600
2nd Detail Shift Commander

The foregoing document was served upon Deputy Jacob Guevara #1621 on October 28, 2015 by,

Printed Name/Badge Number

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

15-407

Bexar County Adult Detention Center * 200 N. Comal * San Antonio, Texas 78207 * (210) 335-6226 * Fax (210) 335-6099