



Resigned

Susan Pamerleau
Sheriff
Bexar County, Texas

Approved: MT
Date: 12-24-13

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: **Deputy Michael Howarton #1123, 2nd Detail, Annex**
DATE: **December 23, 2013**

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of five (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 was seriously impair job effectiveness

In addition to the following violation(s) of the Bexar County Sheriff's Office Manual of Policy and Procedure, paragraph(s):

5.01 General Discharge of Duties

5.02 Performance of Duties

BC 100.06 Notification

The specific reason(s) for this action: On Monday, November 18, 2013, you were assigned to Unit 3A. Upon your arrival to Unit 3A you observed Deputy Edward Longoria #1397 (1st Detail) utilize force on inmate Payton, Sonny #863789. You failed to activate a Code Two and also failed to notify your immediate supervisor of the incident. Refer to report ADCA111813-11. On August 18, 2013 you received a Letter of Counseling for a similar incident.

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 immediately notify your Supervisor and/or activated a code 2 when force is used on an inmate in your assigned area. Be advised that persistence in the behavior, 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 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 forgoing document was served upon **Deputy Michael Howarton #1123** on December 24, 2013

Captain Long 1600

Printed Name/Badge of Server

Signature of Server

I acknowledge receipt of this Document.

Signature of Employee/Date