

Reduced to 3 days 6-3-16



Susan Pamerleau

Sheriff

Bexar County, Texas

LATE FOR DUTY

NOTICE OF PROPOSED SUSPENSION – 15 DAYS

Approved

Date

[Signature]
4/27/16

EMPLOYEE: Deputy Reginald Flowers #1833
1st Detail / Main Jail

DATE: April 26, 2016

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

B: Poor Attendance-Excessive absence and / or **Tardiness**

In addition to the following Bexar County Detention Manual of Policy and Procedure, Paragraph 300:02:

V: A(#03) – A formal written reprimand will be administered on the fourth and fifth offense which has occurred during a ninety day period and within 90 days since the first offense.

The specific reason(s) for this action: On Tuesday, April 26, 2016, you were late for duty. You arrived at 0713 hrs. This constituted your eighth infraction.

1 st Letter of Counseling	Monday, February 8, 2016	arrived at 0648 hrs.
2 nd Letter of Counseling	Saturday, February 13, 2016	arrived at 0725 hrs.
3 rd Letter of Counseling	Sunday, March 13, 2016	arrived at 0700 hrs.
1 st Letter of Reprimand	Sunday, March 20, 2016	arrived at 0655 hrs.
2 nd Letter of Reprimand	Saturday, March 26, 2016	arrived at 0647 hrs.
(5) Day Notice of Proposed Suspension	Saturday, April 16, 2016	arrived at 0701 hrs.
(10) Day Notice of Proposed Suspension	Tuesday, April 19, 2016	arrived at 0648 hrs.

The corrective action required: You are required to report for duty punctually at 0645 hrs. Your continuous action of reporting late for duty as documented above has resulted in this disciplinary action. The next level of Disciplinary action is a twenty (20) day Notice of Proposed Suspension.

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

[Signature]
Capt. Louis Valdez #1900
1st Detail Shift Commander/ODA



Susan Pamerleau
Sheriff
Bexar County, Texas

Notice of Proposed Suspension (15 days)
Deputy Reginald Flowers #1833

Page 2

The foregoing document was served upon Deputy Reginald Flowers #1833 on May 03, 2016
at 1258 hours by:

LT. Manuela Adame
Printed name of Server

Manuela Adame
Signature of Server

I acknowledge receipt of this document of this document

Reginald E. Flowers
Signature of Employee

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

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