Resigned

Susan Pamerleau
Sheriff
Bexar County, Texas

LATE FOR DUTY
Notice of Proposed Suspension – 5 Days

Approved _____
Date _4_/_6_/_6_

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

DATE: April 4, 2016

You are hereby notified that the Bexar County Sheriff's Office is reprimanding you 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 Monday, April 04, 2016 you were late for duty. You arrived at 0646 hours. This constituted your sixth infraction.
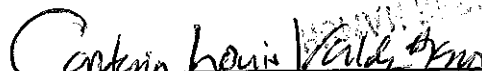
1st Letter of Counseling	Monday, February 8, 2016	arrived at 0648 hrs.
2nd Letter of Counseling	Saturday, February 13, 2016	arrived at 0725 hrs.
3rd Letter of Counseling	Sunday, March 13, 2016	arrived at 0700 hrs.
1st Letter of Reprimand	Sunday, March 20, 2016	arrived at 0655 hrs.
2nd Letter of Reprimand	Saturday, March 26, 2016	arrived at 0647 hrs.

The corrective action required: You are required to report for duty punctually at 0645 hours. 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 (10) 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.

_____
Capt. Louis Valdez #1900

This Letter of Reprimand was served on _____ **4 / 13 /** _____, 2016.

_____
Printed name of Server
Captain Louis Valdez #1900

_____
Signature of Server

16-213
I acknowledge receipt of this document of this document

_____
Signature of Employee