

Reduced to L.D.S. 10-13-15  
2 days



Susan Pamerleau

Sheriff

Bexar County, Texas

**LATE FOR DUTY**

**NOTICE OF PROPOSED SUSPENSION – 25 DAYS**

Approved [Signature]  
Date 8/20/15

**EMPLOYEE:** Deputy Reginald Flowers #1833  
1<sup>st</sup> Detail / Main Jail

**DATE:** August 20, 2015

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 Sunday, August 9, 2015 you were late for duty. You arrived at 0710 hrs. This constituted your tenth infraction.

1 <sup>st</sup> Letter of Counseling	Saturday,	May 23, 2015	arrived at 0655 hrs.
2 <sup>nd</sup> Letter of Counseling	Tuesday,	May 26 2015	arrived at 0655 hrs.
3 <sup>rd</sup> Letter of Counseling	Tuesday,	June 16, 2015	arrived at 0655 hrs.
1 <sup>st</sup> Letter of Reprimand	Wednesday,	July 22, 2015	arrived at 0655 hrs.
2 <sup>nd</sup> Letter of Reprimand	Sunday,	July 26, 2015	arrived at 0655 hrs.
Notice of Proposed Suspension (5)	Wednesday,	July 28, 2015	arrived at 0650 hrs.
Notice of Proposed Suspension (10)	Thursday,	July 29, 2015	arrived at 0655 hrs.
Notice of Proposed Suspension (15)	Saturday,	August 1, 2015	arrived at 0655 hrs.
Notice of Proposed Suspension (15)	Saturday,	August 3, 2015	arrived at 0655 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 thirty (30) day Notice of Proposed Suspension.

You are further advised that you may grieve this Notice of Proposed Suspension to Detention Administration. Your written response, if submitted, must be received and time stamped at Detention Administration no later than ten (10) business days following receipt of this document. Send copies to your grievance to: 1) Bexar County Civil Service Commission, 211 S. Flores, San Antonio, Texas, 78204 and to Bexar County Personnel Office.

[Signature]  
Capt. Louis Valdez #1900

This Notice of Proposed Suspension was served on 9.1, 2015.

Sgt. Corey T. Maciel #1320  
Printed name of Server

[Signature]  
Signature of Server

I acknowledge receipt of this document of this document

15-296

[Signature]  
Signature of Employee

Reduced to REP

10-13-15

419



Susan Pamerleau

Sheriff

Bexar County, Texas

**LATE FOR DUTY**

**NOTICE OF PROPOSED SUSPENSION – 20 DAYS**

Approved [Signature]  
Date 8/27/15

**EMPLOYEE:** Deputy Reginald Flowers #1833  
1<sup>st</sup> Detail / Main Jail

**DATE:** August 18, 2015

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, August 3, 2015 you were late for duty. You arrived at 0655 hrs. This constituted your tenth infraction.

1 <sup>st</sup> Letter of Counseling	Saturday,	May 23, 2015	arrived at 0655 hrs.
2 <sup>nd</sup> Letter of Counseling	Tuesday,	May 26 2015	arrived at 0655 hrs.
3 <sup>rd</sup> Letter of Counseling	Tuesday,	June 16, 2015	arrived at 0655 hrs.
1 <sup>st</sup> Letter of Reprimand	Wednesday,	July 22, 2015	arrived at 0655 hrs.
2 <sup>nd</sup> Letter of Reprimand	Sunday,	July 26, 2015	arrived at 0655 hrs.
Notice of Proposed Suspension (5)	Wednesday,	July 28, 2015	arrived at 0650 hrs.
Notice of Proposed Suspension (10)	Thursday,	July 29, 2015	arrived at 0655 hrs.
Notice of Proposed Suspension (15)	Saturday,	August 1, 2015	arrived at 0655 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 five (25) day Notice of Proposed Suspension.

You are further advised that you may grieve this Letter of Reprimand to Detention Administration. Your written response, if submitted, must be received and time stamped at Detention Administration no later than ten (10) business days following receipt of this document. Send copies to your grievance to: 1) Bexar County Civil Service Commission, 211 S. Flores, San Antonio, Texas, 78204 and to Bexar County Personnel Office.

[Signature]  
Capt. Louis Valdez #1900

This Letter of Reprimand was served on 9.1, 2015

Sgt. Carey T. Maciel #1370  
Printed name of Server

[Signature]  
Signature of Server

I acknowledge receipt of this document of this document  
✓ 15-295

[Signature]  
Signature of Employee