

Reduced to 2 days 11-20-15



Susan Pamerleau  
Sheriff  
Bexar County, Texas

Approved: 

Date: 9/4/15

### **Notice of Proposed Suspension**

**EMPLOYEE: Deputy Gonzales, Ricardo #1632, 2<sup>nd</sup> Detail, Main Jail**

**DATE: August 31, 2015**

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 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**

In addition to:

**BC No: 900.17 Supervision and Control of Inmates**

**The specific reason(s) for this action:** On Wednesday July 15, 2015 and Sunday August 2, 2015 you were assigned to unit (BL). On these two days you left your assigned duty station unattended. A Code 2 was initiated for Unit (BK) on both the aforementioned days. You admitted to leaving your assigned unit unattended/without relief to respond to Unit (BK) in both instances you stated that you left your assigned Unit to check on the welfare of the Officer. Even after determining that the unit Officer was not involved in any altercation, you failed to immediately return to your assigned duty station. FIR #071515-18 and FIR #080215-25 were generated regarding these incidents.

**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 will adhere to BC. No: 900.17 which states in part...C3 Relief Officer Required: ..."(B and C) tower units where one officer is assigned"... Furthermore, you shall comply with **paragraph 5.02, Performance of Duties, in the manual of Policy and Procedure for the Bexar County Sheriff's Office.** The aforementioned policy states in part, "An employee shall not perform their job assignments...by failing to assume the necessary responsibility; or by failing to exercise diligence, proper demeanor, intelligence and interest in the pursuit of their duties"...

**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.**

**Persons with knowledge of these incidents:**

Sgt. Belinda Flood #3030  
Sgt. Jesika Jones #1270  
Lt. Larry Beard #4211  
Lt. Arnold Martinez #2701  
Lt. Brian Kramer #4101

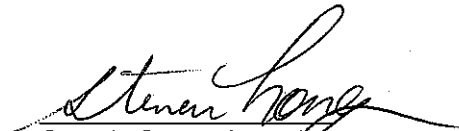
15-344




Susan Pamerleau  
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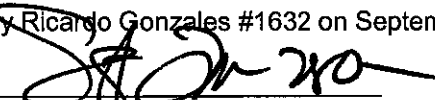
Page 2 of 2  
NOPS X5, Gonzales #1632

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 (5<sup>th</sup>) business day following receipt of this document.

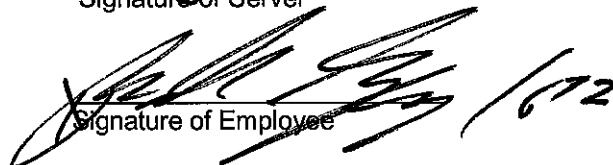
  
Captain Steven Long #1600  
Shift Commander/2<sup>nd</sup> Shift

The foregoing document was served upon Deputy Ricardo Gonzales #1632 on September \_\_\_\_\_, 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



Susan Pamerleau  
Sheriff  
Bexar County, Texas

Approved: *[Signature]*

Date: *9/1/15*

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*15-344*



Susan Pamerleau

Sheriff

Bexar County, Texas

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NOPS X5, Gonzales #1632

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Captain Steven Long #1600  
Shift Commander/2<sup>nd</sup> Shift

The foregoing document was served upon Deputy Ricardo Gonzales #1632 on September 14, 2015 by,

Sgt Janette Tones 280-  
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