


Reduced to 5 days

6-22-16

6/6



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved 
Date 5/25/16

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Detention Officer Erick Franco #1643, 1st Detail, Main Jail
DATE: May 23, 2014

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

J. Poor Job Performance

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

5.02 Performance of Duties, and 6.02 Alertness.

The specific reason(s) for this action: On Monday, May 23, 2016, your actions in not properly securing your personal cellular telephone resulted in a security breach. MA Keon Figures observed you with a cell phone on your person while assigned to living unit MF (SPU) and reported the incident to your immediate Supervisor Sergeant Tony Johnson #1660. Sergeant Johnson and I arrived to your unit and asked for your cell phone. You indicated that you had it on your person and then surrendered said to me. You indicated that you brought in the cell phone by accident as noted in FIR # 052316-13. Such conduct and disregard for security will not be tolerated.

The corrective action required: In the future, you will ensure that you properly secure any unauthorized items prior to entry into the secured area of the facility. You are also to remain alert to your duties and you are to notify supervisors of special circumstances but you are not to bring unauthorized items into the secured area. Furthermore, you will comply with Paragraph 5.02 of the Bexar County Sheriff's Office Manual of Policy and Procedure which states in part that "An employee shall not perform their job assignments ... by failing to exercise diligence, proper demeanor, intelligence and interest in the pursuit of their duties." Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, will 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.

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Susan Pamerleau
Sheriff
Bexar County, Texas

Notice of Proposed Suspension – 15 Days
Detention Officer Erick Franco #1643

Capt. Louis Valdez #1900
Shift Commander 1st Detail – Main Jail

The Foregoing Document was served upon Detention Officer Erick Franco #1643 on MAY 28, 2016 at 1115 hours by:

LT. THOMAS MALONE #1611

Printed Name/Badge of Server

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

WWW.BEXARCOUNTYTX.GOV
1-811-BEXAR

NOTED FOR RECORD
JUL 1 2016

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