

Reduced to 2 days 5-4-15



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved *CB*
Date: 1/28/15

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Officer Jack Hernandez # 2024, 3rd Detail Main Jail
DATE: January 27, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **TEN (10)** days from the position of Detention Officer for violation of the following section(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 sections of the Bexar County Sheriff's Office Policy & Procedure Manual:

5.02 Performance of Duties

The specific reason(s) for this action: On Monday, December 15, 2014, at approximately 0041 hour, inmate Novodvorschi, Adam, Sid#933184 (BJ#20) was being verbally disruptive by yelling and threatening to flood. He was complaining that he did not get his hour out. The inmate continued to be disruptive throughout the shift by placing his arm through the tray slot and refusing to place it back in from the tray slot. You observed Officer Jordon Johnson#1246 grab inmate Novodvorschi's right arm attempting for force it back into the tray slot. You immediately left the unit's office to assist Officer Johnson in trying to get inmate Novodvorschi's arm back into the tray slot. After a brief struggle, both of you abandon your attempt to get his arm back into the tray slot. You stated in your report that you did not activate a Code 2 because you were in fear for Officer Johnson's safety and because the inmate was already secured in his cell. **FIR#121514-08**

The corrective action required: In the future, you shall immediately activate a Code 2 when you see your fellow officer struggling with an inmate and then help him control the inmate. In addition you shall comply with paragraph **5.02, Performance of Duties**, in the Manual of Policy and Procedure for the Bexar County Sheriff's Office employees. 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."

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 in the Shift Commander's Office no later than the fifth (5th) business days following receipt of this document. Send copies of your grievance to: 1) the Bexar County Sheriff's Civil Service Commission, 211 S. Flores San Antonio, Texas, 78204; 2) and to the Bexar County Sheriff's Personnel Office. If you have any questions on your Civil Service Rules and rights, you may call the Director, Civil Service Commission, Mr. Adam Leos at 335-2688.

[Signature]
Lt. Paul Urrabazo #2781
Asst. Shift Commander 3rd Detail - Main jail

The Foregoing Document was served upon Officer Jack Hernandez # 2024, on 2-7 2015 at 0047 hours by:

[Signature]
Printed Name/Badge of Server

[Signature]
Signature of Server

I acknowledge receipt of this Document.

[Signature]
Signature of Employee

Original: 1) Personnel File Copy: 2) Employee 3) Representative 4) Section File 5) Employee Disciplinary/Grievance Technician

Bexar County Adult Detention Center * 200 N. Comal * San Antonio, Texas 78207 * (210) 335-6226 * Fax (210) 335-6099

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