

Reduced to 2 days 2-10-15



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

Employee: Ryan Gabriel #353 Emp. #35356 East Patrol "C" Shift
Date: April 28, 2014

You are hereby notified that the Bexar County Sheriff's Office (BCSO) proposes to suspend you without pay for a total of five (5) days.

You are being suspended for having violated the following rules and procedures:

Bexar County Sheriff's Civil Service Rules (CSR):

- 9.02 (J) Poor Job Performance
- 9.02 (O) Conduct or action that would seriously impair job effectiveness.
- 9.02 (P) Conduct which has proven detrimental or has an adverse effect on the Sheriff's Office.

Bexar County Sheriff's Office Manual of Policy and Procedure (MPP):

- 5.02 Performance of Duties
- 5.14 Proper handling of Evidence
- 5.17 Efficiency
- 5.30 Conduct Unbecoming An Officer

The specific reasons for this action are:

On 04-12-14 at 0039 hours, you conducted a traffic stop at 6000 Blk of Eisenhower Road by Woodlake Parkway. During your stop two persons were detained and a search of the vehicle was conducted. During this search two handguns were recovered as evidence to a crime. You failed to control your scene and you failed to properly secure the weapons in the trunk of your vehicle. You allege the guns were placed on the hood of your patrol unit by another officer. Regardless the weapons/evidence was lost when you drove off. Several officers searched the area in attempt to locate your lost evidence at no avail. This poor job performance is unjustified behavior which brings the division disrepute, discredits a member of the Division, impairs operation of the Division, or has an adverse effect on the Division.

The corrective action required:

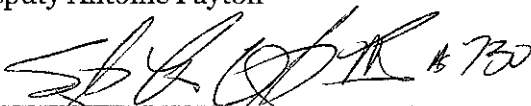
You are to read and become familiar the Bexar County Sheriff's Office Policy and Procedure chapter 9.02 J, 9.02 O, 9.02 P. You are also to read and become familiar with Bexar County Civil Service Rule 5.02, 5.14, 5.17, 5.30. You will further ensure that your job performance and work product is at an acceptable and satisfactory level and those not continue to deteriorate.

It is imperative that you report for duty on your scheduled days and times. Be advised that continuing to perform your duties at a poor and unsatisfactory level may result in your dismissal from the Sheriff's Office.

You are informed and advised that you may respond to this Notice of Proposed Suspension to the undersigned, in person or in writing, to explain or countervail said specific charges. Your written response must be received and time stamped by the Shift Commander no later than the fifth (5th) business day following receipt of this document.

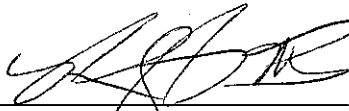
The following persons have knowledge of this incident;

Sgt. Raymond Ortega
Sgt. Chris Burchell
Lt. Eric Colbert
Deputy Lance Herrera
Deputy Cindy Hernandez
Deputy Jacob Rodriguez
Deputy Antoine Payton

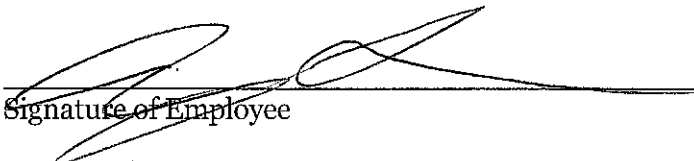

Sgt. Raymond Ortega #730
East Patrol "C" Shift Supervisor

The Foregoing Document was served upon Ryan Gabriel #353 on 4/29/14,
2014 by:

SGT RAY ORTEGA #730
Printed Name/Badge of Server


Signature of Server

I acknowledge receipt of this Document.


Signature of Employee

Date 4-29-14

Original: 1) Personnel File
3) Section File

2) Employee
4) Employee Disciplinary/Grievance Technician