

Reduced to 2 days 2-10-15



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Antonio C. Perez # 629, employee # 12117

DATE: January 10, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for five (5) days from the position of Law Enforcement Deputy for violation of the following subsections of section 9.02 of the Bexar County Sheriff's Civil Service Commission Rules:

- C. Insubordination**
- J. Poor Job Performance.**
- O. Conduct or action that would seriously impair job effectiveness.**
- P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.**

By your actions you are also in violation of the following rules and regulation in the BCSO Manual of Policy and Procedure:

- 5.02 PERFORMANCE OF DUTIES**
- 5.03 OBEDIENCE**
- 5.13 FALSE INFORMATION IN RECORDS**

The factual basis for the instant disciplinary action is as follows:

On October 28, 2014, you were dispatched to 1336 Creek Knoll for a Threats call. Upon arriving at the address, you observed the suspect at or near your location. You attempted to pull over the suspect, then initiated a pursuit and notified dispatch. A Traffic unit arrived and took the place of the secondary unit. This Traffic unit's video recorded part of the pursuit (Loop 1604 at Emory Peak). At approximately 10:17 pm, (04:57:00 video), West Patrol Sgt. Jason Layman ordered you to cease the pursuit. Approximately ten seconds later, you advised Sgt. Layman you could not end the pursuit as the suspect was running people off the road and was trying to ram your vehicle. With this information you relayed, Sgt. Layman allowed the pursuit to continue.

After a review of the video and your report, you did not accurately detail the facts of this situation. You did not relay to dispatch your vehicle had made contact with the suspect's vehicle while travelling on Loop 1604. You are observed using your vehicle to block the suspect's vehicle causing the suspect's vehicle to go onto oncoming traffic; you did not advise dispatch of this maneuver. Your statement to Sgt. Layman that you could not end the pursuit as the suspect was running people off the road and was trying to ram your vehicle was not an accurate portrayal of the facts. When ordered to end the pursuit by



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Sgt. Layman, you continued to "block" the suspect's vehicle and did so for about ten seconds, which was ample time for you to disengage.

Persons with knowledge of these incidents:

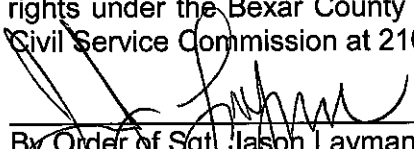
Lt. P. Dreyer
Sgt. J. Layman
Deputy M. Bowser
Deputy Pete Garcia

Corrective Action on your part is required:

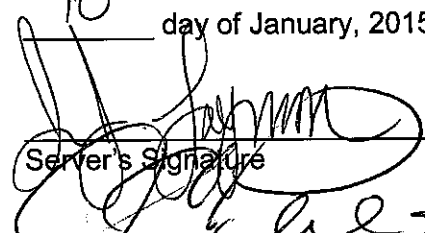
In the future you will adhere to all civil service rules and departmental policies cited above. You are further advised that you will answer all questions accurately when requested and obey all lawful orders from your chain of command. Furthermore, you will demonstrate you know the proper procedures necessary to effectively carry out your duties.

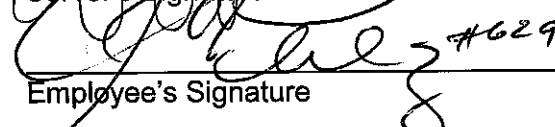
Be advised that continuation of the action (or lack of action) that resulted in this Notice of Proposed Suspension will result in more serious disciplinary action, including dismissal from the Sheriff's Office.

You are 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, if submitted, must be received and time stamped no later than the fifth (5th) business day following receipt of this document. If you have any questions on your rights under the Bexar County Sheriff's Civil Service Commission, you may contact the Civil Service Commission at 210-335-0728.


By Order of Sgt. Jason Layman # 3070

The foregoing Notice of Proposed Suspension was served upon **Antonio C. Perez** on
10th day of January, 2015.


Server's Signature


Employee's Signature #629

cc: 1) Personnel file 2) Employee