



Susan Pamerleau

Sheriff

Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

TO: Corporal Dorian Prosser, Badge #2774, Detention
DATE: February 12, 2014

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you for Sixty (60) Days from the position of Detention Corporal.

You have violated the Bexar County Sheriff's Civil Service Rules, said rules having been adopted on March 14, 1985 and thereafter from time to time amended by the Bexar County Sheriff's Civil Service Commission. The particular Civil Service Rules violated by you are as follows:

Chapter IX, Section 9.02:

- C. Insubordination.**
- O. Conduct or action that would seriously impair job effectiveness.**

In addition, the Policies and Procedures of the Bexar County Sheriff's Office which you have violated are as follows:

- 5.05 Harmony and Cooperation**
- 5.07 Derogatory Remarks**
- 5.08 Criticism of Official Acts**
- 5.18 Language and Behavior**
- 5.30 Conduct Unbecoming an Officer**
- 5.53 Bringing Discredit**

The factual basis for the disciplinary action is as follows: On January 3, 2014 upon your arrival for your tour of duty, you expressed your personal concerns regarding the x-ray scanner and metal detector which was placed at the entrance to the Main Jail secured area. Deputy Chief Raul S. Banasco, Jail Administrator overheard your concerns and approached you regarding the matter. Due to the vulgar and unprofessional way you chose to express yourself, he asked you to accompany him into the Captain's Office where Captain Kenneth Meshew, Shift Commander and myself, Deputy Chief Mark Thomas, Assistant Jail Administrator were present. In order to provide you an opportunity to express your concerns in a professional manner, you were later informed by Lt. Larry Beard, 2nd Detail Assistant Shift Commander that you were scheduled to meet with Sheriff Susan Pamerleau on January 7, 2014 at 8:00 AM.

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On January 7, 2014, you failed to attend your scheduled meeting with Sheriff Pamerleau. That afternoon at approximately 3:45 PM, Sheriff Susan Pamerleau, Chief Deputy Manuel Longoria, Captain Kenneth Meshew and Deputy Chief Raul Banasco were on the 4th floor of the Main Jail, touring the new location for roll call. After the Sheriff addressed the employees at roll call, Chief Banasco asked you to step into the office to talk. When asked why you failed to attend your meeting with Sheriff Pamerleau you replied that you "had other things to do" and further stated that you have "a life outside of work." Chief Banasco informed you that once the administrative tour was complete you were to go to the Sheriff's Office to meet with her. In the presence of leadership staff, fellow employees and numerous inmates you shouted "If you want I'll just give you my resignation and quit this job!" Your behavior was disrespectful, insubordinate and unprofessional and will not be tolerated by the Bexar County Sheriff's Office.

Persons with knowledge of these incidents:

Sheriff Susan Pamerleau, Bexar County Sheriff's Office
Chief Deputy Manuel Longoria, Sheriff's Administration
Deputy Chief Raul S. Banasco, Jail Administrator
Captain Kenneth Meshew, 2nd Detail Shift Commander
Lt. Larry Beard, 2nd Detail Assistant Shift Commander

Corrective action: In the future, you will conduct yourself in a professional manner and adhere to all departmental policies cited above. This behavior creates disharmony in the workplace and as a Team Leader, you are ultimately responsible for your actions. Be aware that your behavior has an effect on the concerns and attitudes of your subordinates. Be further advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, may result in a more serious disciplinary action, which may include 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 by Sheriff's Administration 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 Director of the Civil Service Commission, Ms. Andrea San Miguel, at 210-335-2688.

DC Thomas #403

Deputy Chief Mark Thomas
Assistant Jail Administrator

cc: 1) Original -Personnel file 2) Employee 3) administrative file

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The foregoing Notice of Proposed Suspension was served upon Cpl. Dorian Prosser on this 14th day of February, 2014 by:

Kenneth N. Meshew #1200
Printed Name and Badge of Server

Capt. K. Meshew
Signature of Server

I acknowledge receipt of this document.

Cpl. J. Prosser #2774
Employee's Signature