

reduced to 5 days
on 1/26/16



Approved:
Date: 1/17/16

Susan Pamerleau

Sheriff

Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

1/25

EMPLOYEE: DEPUTY Raul Maldonado #1379, Second Detail- Main Jail

DATE: December 18, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **fifteen (15) day(s)** from the position of Detention Corporal for violation of the following subsection(s) of Section 9.02 of the rules for the Bexar County Sheriff's Civil Service Commission;

- C. **Insubordination – Unwilling to Submit to Authority**
- O. **Conduct or action that would seriously impair job effectiveness**

In addition to the following violation(s) of the Bexar County Sheriff's Manual and Detention Policies and Procedures; paragraph:

- 5.03 **Obedience**
- 5.30 **Conduct Unbecoming**
- BC No: 904.24.01 – **Items Prohibited in the Secure Area**

The specific reason(s) for this action: On **Monday December 14, 2015**, at about 2130 hours you were observed by, Sgt Blanco, using and having a cellular phone in a secured area of the main jail; living unit (INF). Your Cellular phone was secured and you were ordered to generate a report (FIR 121415-24). You claimed you had the phone so you could contact your realtor. Your actions were insubordinate and action that impairs job effectiveness

Corrective Action Required: You will not bring cellular phones or any unauthorized items into a secured area of the facility. Further, you are to ensure you are attentive in the execution of your duties and adhere to the Sheriff's Office Policy and Procedures. Your failure to abide by these rules is not acceptable and such blatant disregard will not be tolerated. **Be advised that further persistence in the behavior/action which resulted in this Notice of Proposed Suspension will result in more serious disciplinary action which may include dismissal from the Bexar County Sheriff's Office.**

You are further advised that you may grieve 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 supervision/management in the Shift Commander's Office no later than the fifth (5) business day following receipt of this document.

Captain Steven Long #1600
2nd Detail Shift Commander

The foregoing document was served upon Employee on JANUARY 16, 2016 by,

LT. Larry Beard #4211
Printed Name/Badge Number

Signature of Server

I acknowledge receipt of this Document.

Signature of Employee 1-16-15

Original: 1) Personnel File

Copy: 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician

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