

Reduced to 2 days 5-19-15



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved 

Date 4/7/15

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Detention Officer Danilo Molina #1627, 1st Detail Main Jail
DATE: April 2, 2015

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you without pay for a total of Ten (10) days from the position of Detention Officer for the violation of the following subsection(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 violation of the Bexar County Sheriff's Office Manual and Detention Manual of Policy and Procedure, Paragraph(s):

900.17 Supervision and Control of Inmates

The specific reason(s) for this action: On March 31, 2015, you were assigned to unit AF. On this date Captain Louis Valdez #1900 arrived to your post at 0910 hours and observed that you had missed the FSP observation check due at 0900 hours. Furthermore, you were observed by Captain Valdez attempting to annotate your past due check (0900 hours). I then informed you to get with your Sergeant and write a report. The BCSO will not tolerate such poor job performance. FIR# 033115-19 was submitted.

Past action for same offense: LOR 1/28/15, ALOR 8/22/11, LOR 6/14/11 and NPS 5 Days 3/17/15.

The corrective action required: In the future you will comply with the Bexar County Sheriff's Office Detention Manual of Policy and Procedure, Section BC No: 900.17, titled Supervision and Control of inmates. Subsection IV (1) which states in part "Full Suicidal Precaution units-At least once every 15 minutes. "You will remain attentive in your duties. Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, will result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

You are further advised that you may grieve this Notice of Proposed Suspension in person or in writing to the undersigned, 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 at the main jail no later than the fifth (5th) business day following receipt of this document.

✓ 15-133



Susan Pamerleau
Sheriff
Bexar County, Texas

Notice of Proposed Suspension
Detention Officer Danilo Molina #1627

Capt. Louis Valdez #1990
Capt. Louis Valdez #1990
Shift Commander 1st Detail – Main Jail

The Foregoing Document was served upon Detention Officer Danilo Molina #1627 on 4/14, 2015 at
1354 hours by:

Capt. Louis Valdez #1990
Printed Name/Badge of Server

Capt. Louis Valdez #1990
Signature of Server

I acknowledge receipt of this Document.

D. Molina #1627
Signature of Employee

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