

Agreed to 3 days 5-3-16

5127



Susan Pamerleau
Sheriff
Bexar County, Texas

Approved [Signature]
Date 4/14/16

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Officer Rodolfo Olazaba #4243, 2nd Detail Annex

DATE: April 7, 2016

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of three (3) days from the position of Detention Officer for violation of the following subsection(s) 9.02 of the Bexar County Sheriff's Office Civil Service Rules:

9.02 (P) Conduct which has been proven to be determined or has an adverse effect on the Sheriff's Office

Also violation of the following section of the Bexar County Sheriff's Office Detention Manual of Policy and Procedure

30.04 Employment Permit

30.07 Prohibited Outside Employment

Specifically: On February 20, 2016 you were witnessed by another county employee working as a "waiter" at 'Hard Bodies Ladies Entertainment Strip Club'. You did not have approval by means of an outside employment permit nor was this location an approved place for outside employment. In your report that you generated, you admitted to working at this establishment due to personal reasons.

The corrective action required: In the future, you will comply with all policies of the Sheriff's office and ensure all permits are obtained before outside employment is performed. Be advised that persistence in this behavior which resulted in this proposed suspension may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

You are advised that you may respond 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 Detention Administration no later than the fifth (5th) business day following receipt of this document.**

Captain Avery D. Walker #1700

Captain Avery D. Walker #1700
ODA/Shift Commander, 2nd Detail, Annex



Susan Pamerleau
Sheriff
Bexar County, Texas

NOPS – Officer Rodolfo Olazaba #4243

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The Foregoing Document was served upon Officer Rodolfo Olazaba #4243 on April 19, 2016 at 1837 hours by:

Capt. Pamerleau

Printed Name/Badge of Server

Captain Pamerleau #1900

Signature of Server

I acknowledge receipt of this Document.

[Signature] 4243
Signature of Employee

2016 APR 19 07:44:07
BEXAR COUNTY SHERIFF'S OFFICE

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



Susan Pamerleau
Sheriff
Bexar County, Texas

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Captain Avery D. Walker #1700
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ODA/Shift Commander, 2nd Detail, Annex

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BEXAR COUNTY SHERIFF'S OFFICE
APR 14 2016

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Susan Pamerleau
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Bexar County, Texas

NOPS – Officer Rodolfo Olazaba #4243

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Capt. Andrade

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