

Reduced to 3 days 3-18-15



12/23/14

Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Sergeant Brian Kramer #3020, 2nd Shift – Booking Operations
DATE: December 23, 2014

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
- O. Conduct or action that would seriously impair job effectiveness
- P. Conduct which has proven to be detrimental or has an adverse effect of the Sheriff's Office

In addition, to the following sections of the Bexar County Sheriff's Office Policy & Procedure Manual:

5.02 Performance of Duties

The specific reason(s) for this action: On Thursday, December 18, 2014 at approximately 1900, you were assigned as the Booking Sergeant for that date and signed off on the release paperwork for inmate Marina Rivera #1041834. The court capias received from County Court #14, case #477646 indicating a sentence of "3 MTHS 10 DAYS IN JAIL" with 12 days "CFTS". The court capias was improperly stamped "judgment satisfied" by the court desk Officer. You as the Booking Sergeant have the responsibility to carefully review all documents presented to you for releases of inmates. Your signature acknowledges that you reviewed the documents for release. Your negligence resulted in the erroneous release of inmate Rivera.

Other person(s) who have knowledge of the incident include:

Lt. Villareal, Eleazar #1151
Sgt. Jerri Harrison #1390

The corrective action required: In the future, you will comply with any memorandums, orders, policies, or instructions as per Section 5.02 of the Sheriff's Office Manual of Policy and Procedure, which states in part, "An employee shall not perform their job assignments by failing to exercise diligence, proper demeanor, intelligence, and interest in the pursuit of their duties." Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, may result in more serious disciplinary action up to and including dismissal from the Sheriff's Office.



Susan Pamerleau

Sheriff

Bexar County, Texas

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.

LT. Eleazar Villareal #1151
LT. E ✓ 11/24
Lieutenant Eleazar Villareal #1151
Booking Operations Supervisor

The Foregoing Document was served upon Sergeant Brian Kramer #3020 on 12.23, 2014 at 1447 hours by:

Printed Name/Badge of Server

LT. E 1 11/24
Signature of Server

I acknowledge receipt of this Document:

Brian Kramer #3020
Signature of Employee

Original: 1) Personnel File

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