

Reduced to 1 day - 9-23-15



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

Date: 08/13/2015

LE/Deputy: Molina, Tracy # 248

Employee ID#: 31783

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for (3) days from the position of Deputy Sheriff - Law Enforcement for violation of the following:

Bexar County Sheriff's Office Civil Service Rule:

Chapter IX – Discipline/Disciplinary Action

Section 1. General

Subsection 9.02

(O.) – Conduct or action that would seriously impair job effectiveness.

(P.) – Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.

By your actions, you are also in violation of the following rules and regulations in the Department General Manual of Policy and Procedure:

5.37 – Operation of County Motor Vehicle

Specifically, the reason for this action is:

On 04/27/15 you were involved in a motor vehicle crash in the 11497 blk of Jim Terrell. Failing to back up safely, you struck another vehicle in the roadway. Damage to the county vehicle was estimated at \$1,728.75. The Crash Review Board met on 06/29/15 and determined that this crash was preventable.

The following persons have may have knowledge or information on this incident:

Lt. Roland Schuler #101 – CRB Chair

Sgt. Chris Burchell #1760 – Patrol

Deputy Amalia Saucedo #4108 - Patrol

The following documents are attached to and are a part of this action:

Crash Report #2015-BCSO-016746 (Saucedo)

Assignment Report #in house (Molina)

CRB Board Members Report

Corrective action on your part is required.

In the future, while operating a county owned vehicle, you will be more aware and cautious of your surroundings, especially while backing up. **In addition, you are also required to take the next Remedial Driving Course.**



Susan Pamerleau
Sheriff
Bexar County, Texas

You are further advised that your performance will continue to be monitored. Further preventable crashes on your part may result in more serious disciplinary action, to include dismissal from the Sheriff's Office.

You may respond to this Notice of Proposed Suspension to the undersigned in person or in writing to the undersigned, explaining or countervailing said specific charge. Said response must be made within five (5) business days after service of this notice to you.

Capt. T. Roach #500
Captain Tom Roach #500
Patrol – East

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

The foregoing Notice of Proposed Suspension was served upon on the ____ day of August, 2015.

By: L. E. J. Colbert 801
(Server's Signature)

L. E. J. Colbert 801
Printed Name

Receipt acknowledged: [Signature]
Employee Signature

T. Moling
Printed Name