



16277

Susan Pamerleau  
Sheriff  
Bexar County, Texas

**NOTICE OF PROPOSED DISMISSAL**

TO: LE Deputy Anthony Thomas, Badge #4083  
DATE: May 2, 2014

You are hereby notified that the Bexar County Sheriff's Office is proposing to dismiss you from the position of Law Enforcement Deputy.

According to PSI Investigations #IA2013-595 you have violated the Bexar County Sheriff's Civil Service Rules, said rules having been adopted on March 14, 1985 and thereafter from time to time amended by the Bexar County Sheriff's Civil Service Commission. The particular Civil Service Rules violated by you are as follows:

**Section 9.02 - M. Violation of any statute, Civil Service Rule or Regulation**

**P. Conduct which has been proven to be detrimental or has an adverse effect on the Sheriff's Office**

The Policies and Procedures of the Bexar County Sheriff's Office which you have violated are as follows:

**5.52 VIOLATION OF LAWS**

No employee of this Division shall knowingly or willfully violate any federal statute, law of the State of Texas or any other state of the union; or ordinance of Bexar County, and any other county or any other municipality of this state or any other state in the Union.

**The factual basis for the instant disciplinary dismissal is as follows:**

On or about August 31, 2013, at approximately 5:30 a.m. you were in an off duty capacity and traveling on Loop 1604 East. It is reported that a vehicle driven by Mathew Jackson and your vehicle were involved in a minor traffic accident and both pulled over on the side of the road. You reported that Mr. Jackson ran up to your vehicle raising his arm up and observed a shiny object in his hand and you said you heard a gunshot. Mr. Jackson did not have a weapon. You discharged your weapon several times, hitting Mr. Jackson once on his chest, resulting in his death, and then you drove away from the scene.

On February 20, 2014, you were arrested and Grand Jury of Bexar County, Texas, indicted you for a felony - Murder in causing the death of Mr. Mathew Jackson.

Your conduct violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

- a. Your actions which caused the death of Mr. Mathew Jackson constitute a violation of any statute, Civil Service Rule, or regulation. (CS:9.02-M)
- b. Your actions which caused the death of Mr. Mathew Jackson has been proven to be detrimental or has an adverse effect on the Sheriff's Office. (CS: 9.02-P)
- c. Your actions which caused the death of Mr. Mathew Jackson constitute a violation of any federal statute, law of the State of Texas or any other state of the union; or ordinance of Bexar County, and any other county or any other municipality of this state or any other state in the Union. (SO: 5.52)

**Persons with knowledge of these incidents:**

Chief Deputy Manuel Longoria  
Deputy Chief Tammy Burr, Badge #405, Judicial and Court Services Division  
Deputy Chief Joe Hamilton, Patrol Division  
Paul Berry, Chief Communications Officer  
Captain Thomas Roach, Patrol Division  
Lt. Jose Trevino, Criminal Investigation Division  
Sgt. Richard Esqueda, Professional Standards and Integrity Division  
Sgt. Sgt. Raymond Ortega, Patrol  
Sgt. Mario Cervantes, Patrol  
Inv. John Perez, Criminal Investigation Division  
Inv. John Mahon, Criminal Investigation Division  
Inv. Rubin Arevalos, Criminal Investigation Division  
Deputy Kirk Shannon, Crime Scene  
Deputy Jackie Farmer, Patrol  
Deputy Dennis O'Steen, Patrol  
Inv. M. Sanchez #119, BCMEO Medical Examiner Office

***You will be carried WITHOUT PAY during the grievance process; however, you may request through this office in writing that any or all of your accumulated compensatory time, annual leave or personal leave be applied.***

**You are to immediately surrender all Department issued property, such as your duty weapon (if applicable), badge, official identification, magnetic key card, and building key(s) to the serving authority.**

**Be advised that until further notice, access to all areas of the Sheriff's Office is strictly prohibited. Access to the building for administrative purposes must be specifically authorized by myself or the Sheriff's Office and will be coordinated through the Main Entrance. Accordingly, all work permits, etc. are suspended. If you should have any questions, you may contact Sheriff's Administration.**

You are advised that you may respond to this Notice of Proposed Dismissal 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 Court Security no later than the fifth (5<sup>th</sup>) business day following receipt of this document. If you have any questions on your Civil Service Rules and rights, you may call the Director, Civil Service Commission, Mr. Adam Leos, 335-0728.

Jon Hamilton for DC Burr 5/2/14  
Deputy Chief Tammy Burr, Badge 405  
Judicial and Court Services Division

The foregoing Notice of Proposed Dismissal was served upon LE Deputy Anthony Thomas on this 2 day of May, 2014 by:

Sgt JWB #180  
Printed Name and Badge of Server

[Signature]  
Server's Signature

I acknowledge receipt of the foregoing document: \_\_\_\_\_

Employee's Signature

cc: 1) Original -Personnel file 2) Employee 3) Administrative file