



Susan Pamerleau
Sheriff
Bexar County, Texas

DETENTION ADMIN.

2013 JUN 10 A 7:56

Approved [Signature]
Date 6-5-13

Notice of Proposed Suspension

EMPLOYEE: Deputy John Soto, 1st Detail, Main Jail

DATE: Tuesday, May 28, 2013

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

C. Insubordination – Unwilling to submit to authority

O. Conduct or action that would seriously impair job effectiveness

P. Conduct which has proven to be detrimental or has an adverse affect on the department

And violation of the Bexar County Sheriff's Manual of Policy and Procedures, Detention Manual of Policy and Procedures subsection(s)

5.03 Obedience

The specific reason(s) for this action: On Wednesday, May 22, 2013 you were at Mandatory in service training which was to run through Friday, May 24, 2013. On Wednesday, May 22, 2013 you were summoned from your in service training to attend a disciplinary hearing with Deputy Chief Thomas (BCSO Jail Administrator). During the hearing you were observed by Chief Thomas to be wearing shorts. After the hearing you were instructed by Chief Thomas to go home and change your attire (shorts) and return to the academy to resume in service training.

On Thursday, May 23, 2013, you called the Shift Commander's office to inquire form Deputy Albert Martinez #2755 about rescheduling your in service training due to the interruption of your training for a disciplinary hearing. Upon notification of your call I then called you at home and asked you why you were not at in service. You replied that you figured in service training for you was interrupted by the hearing; therefore, you needed to have our office to reschedule your training. I then ordered you to return to work and submit a written report to explain your failure instructed you to return to your scheduled mandatory training. You stated in your report that you returned to the academy and noticed that your class was out to lunch so you then decided to go home without authorization. Such conduct and insubordinate behavior will not be tolerated by the Bexar County Sheriff's Office.

Other persons who have knowledge of this incident include: Chief Mark Thomas, Albert Martinez, and Maria Fuentes.

Corrective Action Required: In the future, you will obey all lawful verbal or written orders emanating from uniform staff with rank. Furthermore, you will adhere to all departmental policies cited above, comply with all orders, and instructions given to you by ranking personnel (3.03, 3.05 & 3.07 of the Sheriffs Manual of Policy and Procedure) whether you agree with them, or not, unless illegal, or immoral. Being insubordinate and creating disharmony in the workplace is not acceptable and will not be tolerated.

**Notice of Proposed Suspension
Deputy John Soto #4278**

DETENTION ADMIN.

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Be advised persistence in this type of behavior which resulted in this Notice of Proposed Suspension may result in additional disciplinary action to include termination from the Bexar County Sheriff's Office.

You are advised that you may respond to this Notice of Proposed Suspension to the undersigned, in writing, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped no later than the fifth 5th 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, Ms. Andrea San Miguel at 335-2688.

Captain Louis Valdez #1900
Captain Louis Valdez #1900
Shift Commander, 1st Detail

The Foregoing Document was served upon Deputy John Soto #4278 on June 9, 2013 at 0931 hrs by:

LT, A.C.
ODA/Asst. Shift Commander
A.D. Walker #311

Printed Name/Badge of Server

Lt A.D. Walker
Signature of Server

I acknowledge receipt of this Document:

[Signature] 4278
Signature of Employee

Distribution: Original: 1) Personnel File

Copy: 2) Employee 3) Section File

I WAS CALLED OUT OF INSERVICE BY CHIEF THOMAS SO I MISSED THE FIRST HALF OF CLASS. I DIDNT THINK I SHOULD OF MISSED INFORMATION WHICH WILL HELP ME IN THE FUTURE. I WAS TOLD TO BACK TO INSERVICE BY CHIEF BUT EVERYONE WAS AT LUNCH