

Reduced- Agreed 1 day suspension  
12/7/15



Susan Pamerleau  
Sheriff  
Bexar County, Texas

**NOTICE OF PROPOSED SUSPENSION**

**EMPLOYEE:** Deputy Juan Rodriguez #1872  
**DATE:** June 15, 2015

**EMPLOYEE #:** 19748

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for Ten (10) days from the position of Deputy Sheriff - Law Enforcement for violation of the following:

**Bexar County Sheriff's Civil Service Rules, Chapter IX, Section 9.02:**

- 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 on the department

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

- 5.02 Performance of Duties
- 5.17 Efficiency
- 5.37 Operation of County Motor Vehicles
- 25.14 Officer Fails to Acknowledge / Respond to the Dispatcher

**The specific reason(s) for this action:**

On Sunday, May 31, 2015, at 0137 hours, while at the Exxon located at IH 35 S and Shepherd Rd, you were dispatched to back up another deputy on a call for a suicidal person at 6955 S Loop 1604 W. For approximately 12 minutes, you remained at the Exxon and failed to advise dispatch that you were not responding to back-up the primary deputy.

When asked by a supervisor why this had occurred, you stated that you were out assisting a stranded motorist at the Exxon. You also stated that upon leaving the Exxon, you gave a 'courtesy ride' to a woman and a 10-year old child to 3704 Twining Dr.

09/15-001



Susan Pamerleau

Sheriff

Bexar County, Texas

Upon checking your computer data for this time period, including your vehicle location and speeds, it was learned that you repeatedly exceeded the speed limit during this 'courtesy ride', reaching 100 miles per hour while northbound on IH 35 S with 2 passengers at 0158 hours.

Furthermore, while checking your computer data for the rest of the same shift, it was learned that you reached speeds of 107 miles per hour at 0124 hours, while not assigned to any call.

Furthermore, it was learned that you reached speeds of 120 miles per hour at 0527 hours, while assigned to a major crash.

Your exhibited driving behavior was in violation of BCSO Policy, and demonstrated poor judgment. You have also been previously suspended for crashes deemed preventable.

**Corrective Action:** In the future, you will render your services to the County of Bexar with loyalty, enthusiasm, discretion and courage. You will accomplish the various functions of the Sheriff's Office as an employee of this agency. As a Bexar County Sheriff's Office employee, you have the responsibility of operating a county motor vehicle in a careful and prudent manner. In addition, you are to take the next available Remedial Driving Course. Your job performance will be monitored and further persistence in this behavior may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

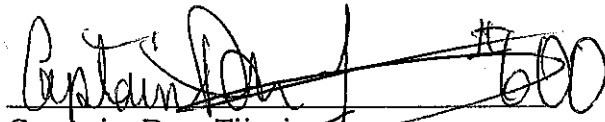
**Prior Disciplinary History:** On December 30, 2012, through your attorney, you agreed to a suspension of One (1) day for a preventable crash you were involved in on December 30, 2012. On April 10, 2013, through your attorney, you agreed to a suspension of Three (3) days for a preventable crash you were involved in on October 11, 2014.

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 by 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 rights, you may contact the Civil Service Commission.



Susan Pamerleau  
Sheriff  
Bexar County, Texas

  
Captain Don Tijerina  
Patrol Division - West Commander

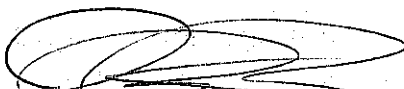
The foregoing Document was served upon Juan Rodriguez on

June 15 2015, at 13:57 hours by:

Sgt Roger Peonaza #620  
Printed Name/Badge of Server

  
Signature of Server

I acknowledge receipt of this Document.

  
Signature of Employee

Copy: 1) Employee