

Reduced to 4 days.

11/25



Approved:
Date: 11/25

Susan Pamerleau

Sheriff

Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

EMPLOYEE: Deputy Julian Ramos #4055, 2nd Main Jail, Emp. #38113

DATE: November 3, 2015

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of **Ten (10)** days from the position of Detention Officer for violation of the following subsection(s) of Section 9.02 of the Bexar County Sheriff's Department Civil Service Rules:

A. Absence Without Leave -

B. Poor Attendance

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

In addition to the following violations of the Sheriff's & Detention Policy Manuals:

5.02: Performance of duties

4.06: Attendance

6.04 REPORTING FOR DUTY

5.24 CONDUCT UNBECOMING AN OFFICER

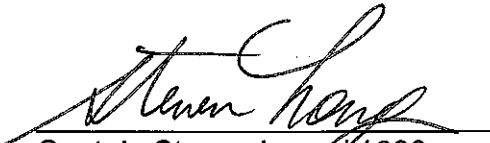
BC No. 300.11: Absence Reporting

The specific reason(s) for this action: On November 3, 2015 you did not report for duty. You had made arrangements through Detention Administration to have time off from October 29, 2015 until November 2, 2015 and would be reporting back for duty on November 3, 2015. You were called on your phone and asked where you were and informed you were assigned to work today. You responded "Yeah, I know, but I am still in 'Vegas', my plane is not going to come until tonight". (FIR #110315-11) You also posted to "Facebook". You did NOT give notice of your absence; you were Absent With Out Leave.

The corrective action required: You will adhere to all Civil Service Commission and Bexar County Sheriff's Office Policy/Procedure, Specifically, **BC No. 300.11 (G)** which references absence reporting. Furthermore you shall comply with **paragraph 5.02, Performance of Duties**, in the manual of Policy and Procedure for the Bexar County Sheriff's Office.

Be further advised persistence in the behavior which resulted in this PROPOSED SUSPENSION may result in a more severe discipline action that may include dismissal from the Sheriff's Office.

You are further advised that you may respond to 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 Commanders Office at the Main Jail no later than the fifth (5th) business day following receipt of this document.



Captain Steven Long #1600
2nd Detail Shift Commander

The foregoing document was served upon Julian Ramos on: November 6, 2015 by:

Capt. Long 1600
Printed Name/Badge Number

Capt. Long
Signature of Server

I acknowledge receipt of this Document:

JR 11/6/15
Signature Employee/Date

Original: Personnel File

Copy: 1) Employee 2) Section File 3) Employee Disciplinary/Grievance Tech