

Reduced to 20 days 8-5-14

34709



Susan Pamerleau
Sheriff
Bexar County, Texas

NOTICE OF PROPOSED SUSPENSION

TO: LE Deputy Ricardo Sanchez, Badge #3116, Patrol
DATE: July 15, 2014

You are hereby notified that the Bexar County Sheriff's Office is proposing to suspend you for Forty (40) Days from the position of Law Enforcement Deputy.

According to PSI Investigations #14-205 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

- 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 Sheriff's Office.**

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

5.24 CONDUCT UNBECOMING

A Deputy Sheriff shall always conduct himself/herself in a manner which reflects most favorably on the Sheriff's Office, whether in a duty or off-duty status. Unbecoming conduct includes unjustified behavior which brings the Sheriff's Office into disrepute, discredits a member of the Sheriff's Office, impairs the operation of the Sheriff's Office, or has an adverse effect on the Sheriff's Office.

5.45 BRINGING DISCREDIT

No employee of the Sheriff's Office shall act or behave publicly or privately in such a manner as to bring discredit, distrust, or a lack of esteem upon themselves personally as a peace officer or corrections officer, or upon the Sheriff's Office as a whole.

The factual basis for the disciplinary action is as follows:

On or about April 30, 2014, your vehicle was found with the engine running in the parking lot of a Whataburger restaurant located at 1134 Pat Booker Rd. When Universal City Police Officer Matt Steves approached your vehicle, he found you in the driver's seat asleep. Officer Steves knocked on your window multiple times to wake you. When you rolled the window down, he could smell a "strong odor of alcohol

emitting from the vehicle." With slurred speech and obviously not in control of your mental or physical faculties, you eventually identified yourself as a Bexar County Sheriff's Deputy and provided your credentials. A series of Field Sobriety tests were performed, resulting in your arrest for DWI by Universal City Police. You provided an intoxilyzer sample with results of 0.173 and 0.184.

Further, you admitted to driving from Cooter Brown's at 11881 Bandera Road to Whataburger at 1134 Pat Booker Rd (23.69 miles), while in a highly intoxicated state.

Video surveillance was obtained from the Whataburger which showed you entering the restaurant and falling asleep at a table after ordering food. However, you admit that you do not remember anything else until you were awoken by the Universal City Police Officer.

Your action or lack of action violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

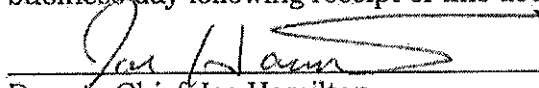
- a. Your conduct and actions leading up to your arrest for DWI, constitutes conduct or action that would seriously impair job effectiveness. (CS: 9.02- O)
- b. Your conduct and actions leading up to your arrest for DWI constitutes has proven to be detrimental to the Sheriff's Office(CS: 9.02- P)
- c. Your conduct and actions leading up to your arrest for DWI constitutes unjustified behavior which brings the division into disrepute, discredits a member of the division, impairs the operation of the division or has an adverse effect on the division. (SO: 5.24)
- d. Your conduct and actions leading up to your arrest for DWI constitutes discredit, distrust or a lack of esteem for yourself personally or upon the Sheriff's Office as a whole. (SO: 5.45)

Persons with knowledge of these incidents:

Chief Deputy Manuel Longoria, Sheriff's Administration
Deputy Chief Joe Hamilton, Patrol Division
Lt. Aaron Von Muldau, Patrol Division
Sgt. Robert Garza, Professional Standards and Integrity Division
Officer Matt Steves, Universal City Police Department
Officer Stephen Mihalski, Universal City Police Department
Officer Eric Styles, Universal City Police Department
Shiela Vitacco #6797, Universal City Police Department
Anthony Nolden #3784, Universal City Police Department

The corrective action required: In the future, you will conduct yourself in a professional manner and adhere to all departmental policies cited above. Failure on your part to correct your behavior on or off duty, will result in a more serious disciplinary action to include termination from the Sheriff's Office.

You are informed and advised that you may respond to this Notice of Proposed Suspension to the undersigned, in person or in writing, to explain or countervail said specific charges. Your written response must be received no later than the fifth (5th) business day following receipt of this document.


Deputy Chief Joe Hamilton
Patrol Division

The foregoing Notice of Proposed Suspension was served upon Deputy Ricardo Sanchez on this 16 day of July, 2014 by:

Sgt J.W. Giblin
Printed Name and Badge of Server


Server's Signature

I acknowledge receipt of the foregoing document:

Ricardo Sanchez
Employee's Signature

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