

All discipline attached reduced
to 10 days by Ch. Reyes.



DETENTION ADMINISTRATION
IN-CUSTODY DETENTION

Susan Pamerleau

2016 SEP 23 PM 2:30

Sheriff

Bexar County, Texas

Notice of Proposed Suspension – 05 Days

Approved
Date

EMPLOYEE: Deputy Xavier Rodriguez #4288
1st Detail / Main Jail

DATE: September 12, 2016

You are hereby notified that the Bexar County Sheriff's Office is proposing a five day suspension for the violation of the following subsection(s) of Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission.

B: Poor Attendance-Excessive absence and / or Tardiness

In addition to the following Bexar County Detention Manual of Policy and Procedure, Paragraph 300:02:

V: A(#03) – A formal written reprimand will be administered on the fourth and fifth offense which has occurred during a ninety day period and within 90 days since the first offense.

The specific reason(s) for this action: On Monday, September 12, 2016 you were late for duty. You arrived at 0711 hours. This constituted your sixth infraction.

1 st Letter of Counseling	Tuesday, June 21, 2016	arrived at 0704 hours.
2 nd Letter of Counseling	Tuesday, July 5, 2016	arrived at 0815 hours.
3 rd Letter of Counseling	Monday, July 18, 2016	arrived at 0744 hours.
1 st Letter of Reprimand	Monday, August 01, 2016	arrived at 0700 hours.
2 nd Letter of Reprimand	Saturday, August 06, 2013	arrived at 0709 hours.

The corrective action required: You are required to report for duty punctually at 0645 hrs. Your **continuous** action of reporting late for duty as documented above has resulted in this disciplinary action. The next level of Disciplinary action is Suspension without Pay (Ten) days.

You are further advised that you may grieve this Notice of Proposed Suspension in writing to the undersigned, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Detention Administration no later than the fifth (5th) business day following receipt of this document.

Capt. Louis Valdez #1900
1st Detail Shift Commander

The foregoing document was served upon Deputy Xavier Rodriguez #4288 on 9/23, 2016 at 0658 hours by:

Printed name of Server

Signature of Server

Signature of Employee

I acknowledge receipt of this document of this document

16-405

Original: 1) Personnel File; Copy: 2) Employee 3) Section File 4) Employee Disciplinary/Grievance Technician

Bexar County Adult Detention Center * 200 N. Comal * San Antonio, Texas 78207 * (210) 335-6226 * Fax (210) 335-6095