



Susan Pamerleau

Sheriff

Bexar County, Texas

Approved:   
Date: 10/16/14

**NOTICE OF PROPOSED SUSPENSION**

**EMPLOYEE:** Romero, Esequiel # 4068, K-9

**DATE:** October 15, 2014

You are hereby notified that the Bexar County Sheriff's Office proposes to suspend you without pay for a total of five (5) days from the position of Detention Officer for violation of the following subsection(s) of Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:

**C. Insubordination - Unwilling to submit to authority.**

In addition to the following Bexar County Sheriff's Manual Policy and Procedure Paragraph(s):

**5.05 Harmony and Cooperation**

**5.18 Language and Behavior**

**5.30 Conduct Unbecoming an Officer**

**The specific reason(s) for this action:** On Friday September 19, 2014 at approximately 1440hrs you entered this Watch Commander's Office without permission and began shouting angrily at this Watch Commander because you felt that I had hung up on you during our phone conversation concerning Mandatory Overtime. Due to your conduct and behavior I ordered you to leave and you refused and continued to shout and yell angrily. I informed you that you were "out of order" and you continued to refuse to depart my office. Subsequently, you did depart due to the intervention of other command staff. This insubordination was witnessed by several staff members.

Witnesses Lt. Balditt and Feeney

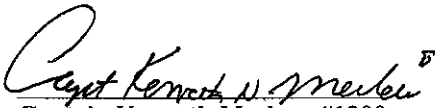
**The corrective action required:** In the future you will adhere to all Sheriff's Office Policy and Procedure and you will remain cognizant of the fact that you work for the Bexar County Sheriff's Office. Furthermore you shall comply with paragraph 5.02, Performance of Duties, in the manual of Policy and Procedure for the Bexar County Sheriff's Office. Which states in part, "An employee shall not perform their job assignments...by failing to assume the necessary responsibility; or by failing to exercise diligence, proper demeanor, intelligence and interest in the pursuit of their duties." You shall also comply with all lawful orders from supervisors.

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

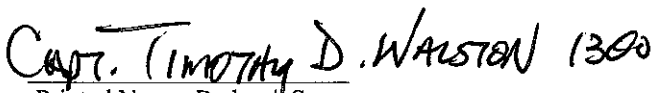
You are further advised that you may respond to this Notice of Proposed Suspension in person or in writing to the undersigned, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by supervision/management in the shift commanders office no later than the fifth (5<sup>th</sup>) business day following receipt of this document.

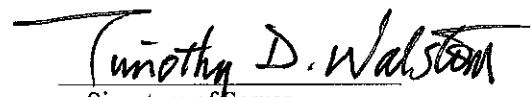
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You are further advised that you may grieve this Notice of Proposed Suspension in person or in writing to the undersigned, to explain or countervail said specific charges. Your written response, if submitted, must be received and time stamped by Supervision/Management in the Shift Commanders Office at the Main Jail no later than the fifth (5<sup>th</sup>) business day following receipt of this document.

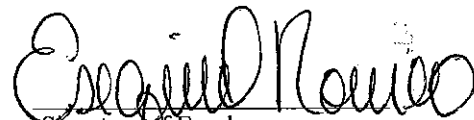
  
Captain Kenneth Mesheu #1200  
Watch Commander 2<sup>nd</sup> Shift Annex

The foregoing document was served upon Officer Esequiel Romero #4068 on 11-06 2014, at 0940 hours by:

  
Printed Name, Badge # Server

  
Signature of Server

I acknowledge receipt of this Document:

  
Signature of Employee

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