

Closed-Reduced Agreed 3 Day Suspension  
1/4/16



Susan Pamerleau

Sheriff

Bexar County, Texas

**NOTICE OF PROPOSED SUSPENSION**

**Date:** 12/7/2015

**LE/Deputy:** Rivera, Josue #3076

**Employee #:** 20269

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

Bexar County Sheriff's Office Civil Service Rule:

Chapter IX – Discipline/Disciplinary Action

Section 1. General

Subsection 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 Sheriff's Office.

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

5.18 – Language and Behavior

5.24 – Conduct Unbecoming an Officer

5.45 – Bringing Discredit

5.50 – Relations with the Public

9.00 – Use of Force – (Electronic Control Devices)

16.02 – Warrantless search and seizure

**Specifically, the reason for this action is:** On June 24<sup>th</sup>, 2015, you were investigating a loose dog call, which escalated to a verbal confrontation and threatened use of force and ending with a warrantless search of the property. The property owner (Complainant) filed a complaint through Professional Standards and Integrity (PSI), #2015-0239. Based upon their investigation, the violations of Policy and Procedure, along with Civil Service Rules described above were founded.

**The following persons have may have knowledge or information on this incident:**

Sgt. Jennifer Baeza #1311 – Professional Standards and Integrity

Sgt. Anthony Gonzales #250 – Patrol EAST

**Corrective action on your part is required.** Adhere to Chapter 5 and 9 regarding Employee Conduct and Use of Force. You will also take the appropriate action for Penal Code offenses when obligated to do so. For the purpose of conducting investigations, you will seek and obtain the approval and direction of Supervisors and Investigators. You will also become familiar with Chapter 16 regarding warrantless search and seizure, specific to open fields and curtilage.

200 North Comal Street • San Antonio, Texas 78207 • (210) 335-6010 • Fax (210) 335-6019 • www.bexar.org/sheriff

12/15-004



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**You are further advised that your performance will continue to be monitored. Patterns of abuse on your part will result in more serious disciplinary action, to include termination, according to Civil Service Rules.**

**You may respond in person or in writing to the undersigned, explaining or countervailing said specific charge. Said response must be made within five (5) business days after service of this notice to you.**

Capt. T. Roach #500  
Captain Tom Roach #500  
Patrol

cc: 1) Original –Personnel file 2) Employee 3) administrative file

The foregoing Notice of Proposed Suspension was served upon Deputy Josue Rivera on the 9th. day of December, 2015.

By: [Signature] 714  
Server's Signature

SGT. ED PETSCHERT 714  
Printed Name

Receipt/acknowledged:

[Signature]  
Employee Signature

Rivera Josue  
Printed Name