



Bexar County Sheriff's Office

Susan Pamerleau - Sheriff

NOTICE OF PROPOSED SUSPENSION

Date: 07/09/14

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 (3) 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

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

5.43 - Care of County Property and Equipment

5.45 - Operation of County Motor Vehicles

13.01 - Emergency Vehicle Operation

Specifically, the reason for this action is:

On 03/08/14, you were involved in a vehicle pursuit that resulted in a motor vehicle crash in the 1000 blk of Las Gallinas. On 06/09/14, the Crash Review Board met and issued the following summary of findings:

- Violation of BCSO policy: 5.43 / 5.45 / 13.01
- Crash resulted in substantial property damage exceeding \$3000.00
(Estimated at \$7315.26)

and recommended action of a remedial driving course and suspension.

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

Lt. Roland Schuler - Crash Review Board

Sgt. Nathan Cartwright - Crash Review Board

Sgt. Blake Johnson - Crash Review Board

The following documents are attached to and a part of this action:

Board Members Report - Crash Review Board

VisiNet Browser - Unit Activity Form

Supervisors Report of Incident

Assignment Report - 2013-BCSO-022953

Crash Report

IT VNC - 11 04 14 SE

Corrective action on your part is required. You will read and be familiar with the General Manual of Policy and Procedure. Specifically, Chapter 13 - Emergency Vehicle Operation, Chapter 5.43 - Care of County Property Equipment and Chapter 5.45 - Operation of County Motor Vehicles.

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.

C. 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 #3076 on the 11 day of July, 2014.

By: [Signature] #1501
Server's Signature

Lt. A. von MULLDAU #1501
Printed Name

Receipt acknowledged:
[Signature]
Employee Signature

Rivera J. #3076
Printed Name

JE VUC - P 511 P: 50