



Bexar County Sheriff's Office
Javier Salazar, Sheriff



ORDER OF SUSPENSION

TO: Morris Munoz representative for Deputy Rico Renteria, Badge #1184, Detention
DATE: May 15, 2017

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of Fifteen (15) days from the position of Detention Deputy.

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:

- C. Insubordination
- 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 Sheriffs Office.

And Violation of Sheriffs Policies;

5.02 PERFORMANCE OF DUTIES

All employees of the Department shall render their services to the County of Bexar with loyalty, enthusiasm, discretion and courage. They shall also obey the various ordinances of the cities located within the State of Texas, as well as the laws of the State itself, not only during their duty hours but also during their time away from county employment. During the performance of their assigned duties, an employee shall carry them out in a manner designed to represent the Department in the best possible way. An employee shall not perform their job assignments (1) by displaying a reluctance on their part to properly perform their duty; (2) by acting in a manner which would tend to bring discredit upon themselves or the Department as a whole; (3) by failing to assume the necessary responsibility; or (4) by failing to exercise diligence, proper demeanor, intelligence, and interest in the pursuit of their duties.

All employees are expected to perform all duties placed upon them by openly support each other as one Department, assist each other similarly, and take necessary steps to insure that each is protected from harm in the maintenance of good law and order.

5.03 OBEDIENCE

Deputy Sheriff's Employees shall strictly obey and properly execute any lawful order or instruction emanating from their supervisors or ranking Deputy Sheriff's. To defy the authority of any supervisory officer by obvious disrespect, disputing his orders, or failure to, or deliberate refusal to obey any lawful order given shall be considered as insubordination. Likewise, no supervisory officer shall knowingly or willfully issue any order which is a violation of any law, ordinance, or departmental rule or regulation. Should any subordinate receive an order which conflicts with a previous order from another supervisory office or with any rule or regulation of the Department, the receiving officer shall respectfully call attention to the conflict. If the current supervisory officer giving the conflicting order does not change same, so as to eliminate the conflict, the latter order shall stand and the responsibility shall rest with the supervisor. Such matter should then be brought to the attention of the Sheriff through the chain of command.

5.05 HARMONY AND COOPERATION

Employees shall conduct themselves in a manner that will foster the greatest harmony and cooperation between each other and the various departments of the Sheriff's Office, as well as all other city, county, state and federal employees.

5.18 LANGUAGE AND BEHAVIOR

Employees shall not use vulgar, insulting or threatening language, uncomplimentary terms of speech, intentionally antagonize, or behave in an arrogant manner toward any other member of the Sheriff's Office, the public, or inmates in the custody of the Sheriff's Office.

5.50 RELATIONS WITH THE PUBLIC

A. All employees of the Sheriff's Office shall be courteous to all members of the public. An employee shall perform all duties with tact and diplomacy, by controlling one's temper and exercising the utmost patience and discretion. An employee shall not engage in argumentative discussions even in the face of extreme provocation.

B. Likewise, in conversation, an employee shall not use coarse, violent, profane, or insolent language or gestures. Nor shall an employee express any prejudice concerning race, religion, creed, national origin, sexual orientation, or similar personal type characteristics.

The factual basis for the instant disciplinary action are as follow: On or about April 21, 2017, at approximately 2000 hours, you were working off duty and in full Bexar County Sheriff's uniform at the Oyster Bake event located at 1 Camino Santa Maria (St. Mary's University).

While working at gate 200, and hundreds of individuals in line attempting to enter the event, you were heard by your supervisor Sgt. Edward Calderon as well as other deputies on duty at the scene state in a loud and boisterous voice **"That Bitch isn't allowed in here! She was kicked out earlier!**

You were asked by Sgt. Calderon who you were referring to and you stated "That Bitch in the blue skirt!" you further stated "She knows better, she is my soon to be ex-fuckin-wife and knows she is not allowed to be near me!" You were ordered by Sgt. Amy Valdez to cut it out and continue with your assigned duties. However, you continued to curse with a smirk on your face and would not listen to reason. Sgt. Calderon then ordered you to calm down and stop cursing as your behavior was becoming uncontrollable. However, you disobeyed his direct order by continuing to yell towards Ms. [REDACTED] location yelling "You're not fucking coming in! Get the fuck out of here!"

Your failure to submit to authority, arrogant behavior, immature demeanor and lack of respect for authority placed the Sheriff's Office in a liable situation and damaged the good reputation of the Sheriff's Office as a whole.

Persons with knowledge of these incidents:

Assistant Chief Deputy Ronald D. Bennett, Patrol
Deputy Chief Roy Fletcher, Badge #408
Lt. Raul Garza, Badge #311
Lt. Ronald Schuler, Badge #101
Inv. Amy Valdez, Badge #3098
Sgt. Sabrina Rivera, Badge #1710
Sgt. Edward Calderon, Badge #1236
Deputy Alex Mena, Badge #1618
Deputy Jonathan Mamimio, Badge #4293
Deputy Rico Renteria, Badge 1184
[REDACTED] witness

Corrective Action on your part is required: In the future you will refrain from using vulgar, insulting or threatening language, uncomplimentary terms of speech, intentionally antagonize, or behave in an arrogant manner towards any other member of the Sheriff's Office and the public.

Furthermore, you will obey and properly execute any lawful order or instruction emanating from your supervisors or ranking Deputy Sheriff and will conduct yourself in a manner that will foster the greatest harmony and cooperation between each other and the various departments of the Sheriff's Office.

Be advised that continuation of the action (or lack of action) that resulted in this Order of Suspension will result in more serious disciplinary action, including dismissal from the Sheriff's Office.

If you have any questions on your rights under the Bexar County Sheriff's Civil Service Commission, you may contact the Civil Service Commission at, at 210-335-0728.

On May 5, 2017, this office received the request for a hearing related to a Fifteen (15) Day Suspension served on May 1, 2017. A hearing was scheduled for Thursday, May 11, 2017.

Present at the hearing were:

Ronald D. Bennett, Assistant Chief Deputy
Rico Renteria, Grievant
Morris Munoz, Representative
Maria Levine, HR Supervisor

After listening to your argument and further consideration, I have decided to uphold the Notice of Proposed Suspension and issue the Order of Suspension. You may grieve to the next level.

Please be advised that, pursuant to the Bexar County Sheriff's Civil Service Rules, you may appeal this decision to the next level by filing a written petition of appeal to the Sheriff's level, Chief Deputy Don Tijerina, within ten (10) business days of receipt of this response.



Assistant Chief Deputy Ronald D. Bennett

Maria Levine sent this Response to Morris Munoz on the 16th day of May 2017. Please acknowledge receipt of said document and return by fax to 210-335-5083 or email to mlevine@bexar.org

I acknowledge receipt of this document

Attorney Morris Munoz
For Rico Renteria

Date