



**Bexar County Sheriff's Office**  
**Javier Salazar, Sheriff**



2011 MAR 30 A 9 20

**ORDER OF SUSPENSION**

**EMPLOYEE:** Deputy Manuel Medellin #2764, 2<sup>nd</sup> Detail – Main Jail  
**DATE:** March 30<sup>th</sup>, 2017

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of **Five (05) days** from the position of Detention Officer for violation of the following subsection chapter IX of Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:

- C. Insubordination – Unwilling to submit to authority**
- P. Conduct which has proven to be detrimental or has an adverse effect on the Department**

In addition to the following violations of the Bexar County Sheriff's Office Manual of Policy and Procedure:

- 5.03 Obedience**
- 5.18 Language & Behavior**

**The specific reason(s) for this action:** On Tuesday, March 07, 2017 you were scheduled to work Mandatory Overtime (MOT) on 3<sup>rd</sup> Detail. At approx. 2245 hours, Lt. Edward McCrea #1181 contacted you at the Main Jail regarding your working MOT at the Annex on 3<sup>rd</sup> Detail. Lt. McCrea advised you that 18 officers on the MOT list were being used between the Main Jail and the Annex. Lt. McCrea further advised you that he had to use you for MOT due to another officer refusing to stay for MOT (ADCA031417-05). You told Lt. McCrea "Fuck it! I've been here 18 fucking years and have had to work the last four weeks in a row." Lt. McCrea advised you that if you did not work your MOT day you would be subject to a five day suspension. Your response to Lt. McCrea was "Fuck it! I don't care!" Lt. McCrea ordered you to generate a report regarding your refusal to stay for MOT which you provided.

**Documentation:** FIR ADCA 031417-04  
Duty Roster March 7<sup>th</sup>, 2017 (Main Jail & Annex – 1<sup>st</sup> Page)

**The corrective action required:** In the future, you will comply with the Bexar County Sheriff's Office Manual of Policy and Procedure, Paragraph 5.03 Obedience. Said policy states, "Deputy Sheriff's and employees shall strictly obey and properly execute any lawful order of instruction emanating from their supervisor or ranking Deputy Sheriff." Also, Paragraph 5.18 Language and Behavior. Said policy states, "Employees shall not use vulgar, insulting or threatening language.....toward any other member of the Sheriff's Office..." Be advised that repetition of the action (or lack of action) which resulted in this Order of Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

On March 21<sup>st</sup>, 2017 you were served with a Notice of Proposed five (5) day suspension. You were made aware of your rights regarding the said discipline. You failed to respond within the prescribed five business days and are thus being issued this Order of Suspension.

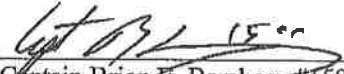
You are further advised that you may grieve this Order of Suspension in writing to Detention Administration. Your written response, if submitted, must be received and time stamped by Detention Administration no later than the tenth (10<sup>th</sup>) business day following receipt of this document. Send copies of your grievance to: 1) the Bexar County Sheriff's Civil Service Commission, 211 S. Flores, San Antonio, Texas, 78204: 2) and to the Bexar County Sheriff's

200 North Comal | San Antonio, Texas 78207 | [www.bexar.org/sheriff](http://www.bexar.org/sheriff) | (210) 335-6010 Office | (210) 335-6019 Fax

**ORDER OF SUSPENSION**  
**Deputy Manuel Medellin #2764**


**Page 2/2**

Personnel Office. Any further information regarding your Civil Service rights may be obtained from the Director of the Civil Service Commission, at (210) 335-2688

  
Captain Brian E. Barabasz #1500  
3<sup>rd</sup> Detail Shift Commander

The Foregoing Document was served upon Deputy Manuel Medellin #2764 3/31, 2017 at 1900 hours by:

Capl Joel Janssen #1600  
Printed Name/Badge of Server

Capl   
Signature of Server

I acknowledge receipt of this Document.

 #2764  
Signature of Employee

SECTION 04 ADMN.  
2017 MAR 31 A 0220

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