



Bexar County Sheriff's Office

Javier Salazar, Sheriff

AMENDED AGREED ORDER OF SUSPENSION

TO: Morris Munoz, Representative for Deputy Miguel Gonzalez, Badge #764, Emp.#12107

DATE: June 1, 2017

This is a reduced action which will supersede the agreed discipline issued by Deputy Chief Dennis Casillias and served on May 22, 2017. You have consented to this reduced action and agreed to waive further grievance and appeal procedures regarding this issue.

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for five (5) days from the position of Law Enforcement Deputy for violation of the following subsections of Section 9.02 of the Bexar County Sheriff's Civil Service Rules:

O. Conduct or action that would seriously impair job effectiveness.

And violation of the following Bexar County Sheriff's Policy and Procedures Paragraph(s):

5.27-(D) Possession of Firearms

5.35-Care of County Property and Equipment

The specific reason(s) for this action: On December 16, 2016, at approximately 1300 hrs. your county vehicle was burglarized and you advised your supervisor, Sgt. S. Presas #640, that you had stopped to purchase a charging devise for your phone. Evidence was discovered that you were purchasing personal furniture items on duty, as depicted in a photograph from the store's surveillance cameras as well as video of you entering the store.

During the above mentioned incident, a county issued Law Enforcement Patrol Rifle, AR-15 Serial #LE216962 was stolen from under the back seat of the vehicle. This violates Policy 5.27 (D) specifically prohibiting storing county owned firearms in a motor vehicle except in very unusual circumstances, which this was not. Your vehicle is equipped with a metal lockbox bolted to the bed which was not utilized. Also stolen were several other county issued equipment items: i.e. a county laptop computer, county issued radio and county issued TASER. Also taken was a tactical vest which was donated to the US Marshals Service, of which no reimbursement to them is being requested. These items were also stored in the back seat area of the vehicle. You are personally responsible for these items.

Corrective action required: In the future, you will adhere to the above policy and procedures.

You are to use as much care and use all security measures at your disposal to safely store county property in your possession.

Be advised that repetition of the action (or lack of action) which resulted in this disciplinary action may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

On Monday, May 22, 2017, a grievance hearing was held in my office. Present at the hearing were the following:

Dennis Casillas, Deputy Chief
Miguel Gonzalez, Grievant
Morris Munoz, Representative
Maria Levine, HR Supervisor

After further consideration, I decided to reduce the discipline to a five (5) day suspension and remove certain violations. You have accepted my offer. Accordingly, the enactment will follow.

D.C. Dennis Casillas #407
Deputy Chief Dennis Casillas
Strategic Operations Division

cc: 1) Human Resources

I acknowledge receipt of this document

Miguel Gonzalez
Attorney Morris Munoz
~~For~~ Miguel Gonzalez

6-1-17
Date

ENACTMENT OF SUSPENSION

TO: Deputy Miguel Gonzalez, Badge #764

DATE: June 1, 2017

On June 5, 2017, you were served with an Agreed Five (5) Day Suspension. You have agreed to this action.

Please be advised pursuant to Civil Service Rule 5.53 you may opt to forfeit leave up to a total of five (5) days in one calendar year.

Accordingly, the Agreed Order of Suspension is being enacted on the following day (s):

June 12th, 13th, 14th, 15th, 16th, 2017
Month Day (s)

DC D R CMT 4407
Server's Signature

Miguel Gonzalez
Employee's Signature

06-05-2017
Date

1) HR File 2) Employee 3) Section Supervisor

FORFEITURE OF LEAVE
IN LIEU OF SUSPENSION

Pursuant to Civil Service Rule 5.53, I Deputy Miguel Gonzalez, Badge #764, am requesting that 5 day(s) of my accumulated annual leave or compensatory time be applied towards my Agreed Five (5) Day Suspension to be enacted the 12th, 13th, 14th, 15th, 16th day of June, 2017. I understand the application of my leave and compensatory time is voluntary on my part and **I will be required to work while serving the suspension days covered by the leave or compensatory time.** I further understand and agree that in choosing to use this option, I will be forfeiting and waiving my right to appeal this suspension to the Civil Service Commission.

Deputy Miguel Gonzalez #407
Server's Signature

Miguel Gonzalez
Employee's Signature

06-05-2017
Date

Please designate which leave is to be forfeited:

Vacation ☒ Holiday ☐ Comp ☐

5 days
M.G. 764