

**Bexar County Sheriff's Office***Javier Salazar, Sheriff***AGREED ORDER OF SUSPENSION**

TO: Morris Munoz representative for Deputy Rico Renteria, Badge #1184, Detention
DATE: May 25, 2017

This is a reduced action which will supersede the discipline issued by Assistant Chief Deputy Ronald D. Bennett and served on May 16, 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 a total of Five (5) 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
- P. Conduct which has proven to be detrimental or has an adverse affect on the Sheriffs Office.

And Violation of Sheriff's Policies:

- 5.03 OBEDIENCE
- 5.05 HARMONY AND COOPERATION
- 5.18 LANGUAGE AND BEHAVIOR
- 5.50 RELATIONS WITH THE PUBLIC

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!

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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 [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 Maminio, Badge #4293

Deputy Rico Renteria, Badge #1184

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 Agreed Order of Suspension will result in more serious disciplinary action, including dismissal from the Sheriff's Office.

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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 22, 2017, this office received the request for a hearing related to a Fifteen (15) Day Suspension served on May 16, 2017. A hearing was scheduled for Wednesday, May 24, 2017.


Present at the hearing were:

Don Tijerina, Chief Deputy
Rico Renteria, Grievant
Morris Munoz, Representative
Maria Levine, HR Supervisor

After listening to your argument and further consideration, I have 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.


Don Tijerina, Chief Deputy

I agree and acknowledge receipt of this document


Attorney Morris Munoz
For Rico Renteria

5/26/17
Date

ENACTMENT OF SUSPENSION

TO: Deputy Rico Renteria, Badge #1184

DATE: May 26, 2017

On May 26, 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):

May 31	2017
June 1, 2, 3, 4	2017
Month	Day (s)

dt Renteria #4461
Server's Signature

[Signature] #1184
Employee's Signature

5-27-2017
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 Rico Renteria, Badge #1184, 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 31, 1, 2, 3, 4 day

of ^{MAY}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.

At Dawn Renteria #4401
Server's Signature

[Signature] #1184
Employee's Signature

5-27-2017
Date

Please designate which leave is to be forfeited:

Vacation X Holiday _____ Comp _____