



Bexar County Sheriff's Office

Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

Date: July 21, 2017

Deputy Lorenzo Contreras # 1977

Employee # 8502

This is a reduced action which will supersede the Notice of Proposed Suspension issued June 29, 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 two (2) days as a Law Enforcement Deputy Sheriff for violation(s) of the following subsections of section 9.02 of the Bexar County Sheriff's Office Civil Service Rules:

J. Poor Job Performance

O. Conduct or action that would seriously impair job effectiveness

P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.

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

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.

5.45 BRINGING DISCREDIT

No employee of the Sheriff's Office shall act or behave publicly or privately in such a manner as to bring discredit, distrust, or a lack of esteem upon themselves personally as a peace officer or corrections officer, or upon the Sheriff's Office as a whole.

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Specifically, the reason for this action is:

On June 13, 2017, you were assigned to [REDACTED] arrived at [REDACTED] during the morning hours with [REDACTED] You made conversation with [REDACTED] by asking his name and the statement of "Should I arrest him?" [REDACTED] replied that he might actually like that.

You continued the conversation with [REDACTED], now with handcuffs in your hand, making the statement "I'll use hand cuffs and all." [REDACTED] replied "Oh, he'd probably like that." You then took several steps towards [REDACTED] and purposefully whispered in her ear "Because I'm sure you love being handcuffed, too." [REDACTED] immediately responded "I'm going to pretend that you didn't just say that to me. In fact, I'm going to forget that you said that at all."

[REDACTED] then instructed you to return to [REDACTED] she contacted me, Capt. Shawn O'Gorman, and advised me of what had happened and requested that you be moved from [REDACTED] replaced with another deputy.

All of your actions took place within hearing distance and view of [REDACTED]

As a Deputy Sheriff you are held to a higher standard and your behavior is undesirable and unacceptable and will not be tolerated by the Sheriff's Office.

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

Email from [REDACTED] titled Official Report/Complaint dated June 26, 2017

Persons with knowledge of these incidents:

Deputy Chief Aristides Jimenez [REDACTED]

Captain Shawn O'Gorman [REDACTED]

Corrective Action Required:

In the future, you will adhere to all the policies and procedures listed above. Be advised that you will conduct yourself in a professional manner on and off duty. You are to always conduct yourself in a manner which reflects most favorably on the Sheriff's Office, whether in an on-duty or off-duty status. Unacceptable behavior hinders professional working relationships because it generates mistrust among staff members, and supervisors lose the respect of fellow employees when such behavior is permitted.

60-554-2-1117



Bexar County Sheriff's Office

Javier Salazar, Sheriff

Your performance will be closely monitored and persistence in the behavior, which resulted in this Agreed Order of Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.


Deputy Chief Aristides Jimenez

The forgoing AGREED ORDER OF SUSPENSION was served on the 2nd day of

August, 2017

By Capt. Shawn O'Gorman 8-2-17


Employee acknowledgement of receipt

- cc:
- 1) Personnel
 - 2) Administration
 - 3) File

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