



Bexar County Sheriff's Office
Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Deputy Juan Leal [REDACTED] Detention
DATE: January 19, 2018

This is a reduced action which will supersede the discipline issued by Deputy Chief Laura Balditt dated September 21, 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 one (1) day from the position of Detention Officer for violation of the following subsection 0.02 of the Bexar County Sheriff's Office Civil Service Rules:

M. Violation of any statute, Civil Service rule, regulation or Commission order.

In addition to the following violation(s) of the Bexar County Sheriff's Office Manual of Policy and Procedure, Paragraph:

5.18 Language and Behavior

The specific reason(s) for this action: On September 6, 2017 at around 1430 hours, after speaking with Sergeant Jerri Harrison #1390 in reference to inmate [REDACTED], you telephoned Corporal Sandra Sharon #1639. During the telephone call, you were unprofessional. At around 1440 hours, you returned back to the Work Release section and were unprofessional with Cpl. Sharon. Also, you were unprofessional with Corporal Lottie Nubani #2747.


The corrective action required: In the future, you will comply with the Bexar County Sheriff's Office Manual of Policy and Procedure, Paragraph 5.18, which states "Employees shall not use vulgar, insulting, 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." Be advised that persistence in the behavior, which resulted in this Agreed Order of Suspension, may result in additional disciplinary actions up to and including dismissal from the Sheriff's Office.

Persons who have knowledge of this incident: Captain Timothy D. Walston #1300, Sergeant Jerri Harrison #1390, Corporal Sandra Sharon #1639, Corporal Lottie Nubani #2747, Officer Pedro Delgado #1688, Officer Manuelita Romero #2837, and Civilian [REDACTED]

On Tuesday, January 16, 2018, a grievance hearing was held in my office. Although you previously had a representative and I advised you that you could have a representative present, you declined and wished to proceed without representation. Present at the hearing were the following:


Don Tijerina, Chief Deputy
Juan Leal, Grievant

After further review and consideration, I offered to reduce the discipline to a one (1) day suspension. You have agreed and accepted my offer. Accordingly, the enactment will follow.


Don Tijerina, Chief Deputy

The foregoing document was served upon Juan Leal on this 29th day of January 2018 by:

LT. SUMMITA PEREZ 444
Printed Name and Badge of Server


Server's Signature

I acknowledge and agree with the foregoing document:


Employee's Signature

cc: BCSO HR
Attorney Karl Brehm, CLEAT