



Bexar County Sheriff's Office
Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

TO: Karl Brehm Attorney representing
Deputy Michael Garcia, Badge # 1332, 1st Main

DATE: December 7, 2017

This is a reduced action which will supersede the discipline issued by Deputy Chief Laura Balditt and served on October 26, 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 for Three (3) Days from the position of Detention Deputy.

Per IA# 2017-0218, 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:

J. Poor Job Performance

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

5.24 Conduct Unbecoming an Officer
5.53 Persons in Custody

The specific reasons for this action: On or about April 10, 2017, while off duty, you met with a known Work Release Inmate to conduct business for financial gain. During an Internal Affairs Investigation you admitted to meeting and engaging the service of a known inmate in custody of the Bexar County Sheriff's Office. Your disregard for the Bexar County Sheriff's Office policy and procedures will not be tolerated.

Persons with knowledge of these incidents:

Assistant Chief Deputy Bobby Hogeland, Adult Detention Bureau
Deputy Chief Laura M. Balditt, Adult Detention Bureau
Lieutenant C. Molleda, IA Division
Sergeant L. Henricks, IA Investigator
Corporal A. Owens, Detention Deputy

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The corrective action required: In the future you will remain cognizant that you represent the Bexar County Sheriff's Office, whether in an on or off duty status. You will refrain from fraternizing with anyone in the custody of the Bexar County Sheriff's Office. Be advised that repetition of the action (or lack of the action) which resulted in this Agreed Order of Suspension may result in future progressive disciplinary action.

Chief Balditt
Deputy Chief Laura M. Balditt
Adult Detention Bureau

This document was sent to Karl Brehm on the 7th day of December 2017. Please acknowledge receipt of said document and return by fax to 210-333-5083 or email to mlevine@bexar.org

I acknowledge and agree with this document

Karl Brehm
Attorney Karl Brehm
For Michael Garcia

12-7-17
Date

1) Original -HR file 2) Employee 3) Administrative file