

**Bexar County Sheriff's Office***Javier Salazar, Sheriff***AGREED ORDER AND ENACTMENT OF SUSPENSION****EMPLOYEE:** Deputy Aida Araceli Santos, Badge # 4494, 2nd Annex**DATE:** January 29, 2018

This is a reduced action ordered by Assistant Chief Deputy Bobby Hogeland, Adult Detention Bureau. You have consented to this reduced action and agreed to waive further grievance and appeal procedures.

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for Five (5) day(s) from the position of Detention Deputy for violation of the following section(s) of Chapter IX of Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:

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

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

5.24 CONDUCT UNBECOMING AN OFFICER

5.52 RELATIONS WITH OTHER LAW ENFORCEMENT OFFICIALS

Specifically, the reason for this action is: On or about April 14, 2017, you were the passenger in a vehicle driven by BCSO Deputy Sabrina Moreno, which was stopped by the San Antonio Police Department, on suspicion of DWI. Upon approaching the vehicle, Officer J. Coronado made an introduction and awaited a reply from the driver, Deputy Moreno. In an attempt to dissuade the questioning towards Moreno, you interjected and stated the reason she was swerving was because you were "all over" her. Officer Coronado proceeded to identify Moreno, when you once again interrupted. At this time Officer Coronado found it necessary to advise you to stop talking so Moreno could speak. Your attempt to distract, disrupt and interfere in the duties of a law enforcement official will not be tolerated.

The corrective action required: In the future you will fully cooperate with any law enforcement officials' orders and remain cognizant that you represent the Bexar County Sheriff's Office, whether in an on or off duty status. 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.

On October 27, 2017 you were served with an Order Suspension for ten (10) days, for the violations cited above. You requested a hearing, accordingly a grievance hearing was held on December 20, 2017.

Present at the hearing were the following:

Assistant Chief Deputy Bobby Hogeland, Adult Detention Bureau
Laura Martinez, HR Technician
Deputy Aida Araceli Santos, Grievant
Morris Munoz, CLEAT Attorney

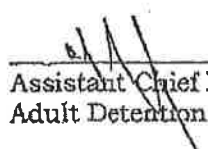
AGREED ORDER OF SUSPENSION (5 DAYS)
Deputy Aida Araceli Santos**PAGE 2**

After hearing your case, I offered to reduce the Order of Suspension (10 days) to an Agreed Order and Enactment of Suspension Five (5) days. You have accepted the action therefore I am issuing this Agreed Order and Enactment of Suspension (5). Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

Accordingly, you will **SERVE** your Suspension in accordance with the 8 hour working schedule, which is currently in effect. *Be advised that pursuant to Civil Service Rule 5.53, you may opt to forfeit leave up to a total of five (5) days, or the equivalent to forty hours, in one calendar year.* If you choose to forfeit your accumulated leave you must complete the specific information requested on the document titled Request to Forfeit Leave in Lieu of Suspension.

			_____ DAYS @ 8.0 hours each day.
MONTH	DAYS	YEAR	
			Total: HOURS

I have read the above. I fully understand my rights of grievance and appeal in disciplinary issues as outlined under Civil Service Rules. I wish to waive further grievance and appeal procedures regarding this issue and agree to accept the Reduced Action as outlined above.


Assistant Chief Deputy Bobby Hogeland
Adult Detention Bureau

The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on 1-30, 2018. Please acknowledge receipt of said document and return by fax to Sheriff's HR Office at (210)335-5083.

Agreed and Accepted:

 1/30/18
Signature of Representative