



**Bexar County Sheriff's Office**  
*Javier Salazar, Sheriff*

**AGREED ORDER OF SUSPENSION**

**EMPLOYEE:** Deputy Albert Perez, Employee #33915

**DATE:** March 29, 2018

~~The following document is ordered to be effective March 5, 2018.~~

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for one (1) day from the position of Law Enforcement Deputy, for violation of Chapter IX, Section 9.02 of the Rules of 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 by your actions, you are also in violation of the following rules of the Bexar County Sheriff's Office Manual of Policy and Procedure:

**5.37 Operation of County Vehicles**

**The specific reasons for this action:** On July 2, 2015, you were driving Unit 8535 and were traveling West on Emory Peak, when you looked down at your computer to look at a call. You noticed the vehicle in front of you was making a right turn, you attempted to brake and avoid a crash but were unable to do so. Your Unit struck the left rear of the other vehicle. Your assigned unit sustained damage to the right front fender and bumper. The other vehicle sustained damage to the left rear quarter panel and trunk.

**The corrective action required:** In the future, you will be attentive to your surroundings when operating a county motor vehicle. You shall operate county motor vehicles in a careful and prudent manner. Persistence in the behavior which resulted in this Agreed Order of Suspension may result in more serious disciplinary action that may include dismissal from the Sheriff's Office.

Your exhibited driving behavior was in violation of BCSO Policy, demonstrating driver inattention to your surroundings. You have had a previous crash deemed preventable.

On March 9, 2018, a grievance hearing was held in my office.

**Present at the hearing were the following:**

Don Tijerina, Chief Deputy  
Laura Martinez, HR Technician  
Deputy Albert Perez, Grievant  
Morris Munoz, CLEAT Attorney

You have accepted an Agreed Order of Suspension for one (1) day. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

  
Don Tijerina, Chief Deputy

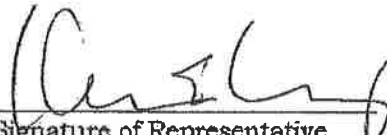
**AGREED ORDER OF SUSPENSION (1 DAY)  
Deputy Albert Perez**

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The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on <sup>April</sup> March 2, 2018. Please acknowledge receipt of said document and return by fax to Sheriff's HR Office at (210)335-5083.

**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.**

**Agreed and Accepted:**

  
Signature of Representative

Dist. 1) Original - Personnel File 2) Shift Commander 3) HR Technician 4) Employee