



Bexar County Sheriff's Office
Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Detention Deputy Sebastian Pennywell, Employee #37201, 2nd Main
DATE: March 26, 2018

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of six (6) days from the position of Detention Deputy for violation of the following subsection(s) of 9.02 of the Rules of the Bexar County Sheriff's Office Civil Service Commission:

J. Poor Job Performance.

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

5.02 PERFORMANCE OF DUTIES

1000.01 Administrative Segregation

Administrative Directive 17-03 Administrative Segregation Units

The specific reason(s) for this action: On August 29, 2017, you were assigned to Unit BC, responsible for security of the left side of the Administrative Segregation Unit. You failed to follow policy and proper protocol concerning the securing of Administrative Segregation inmates and the use of a key to open each cell. You opened the doors to cells BC22, housing two inmates and BC26, housing two inmates via the electronic panel, to begin recreation hours.

The corrective action required: In the future, you will adhere to all departmental policies and directives cited above. Be advised that persistence in the behavior that resulted in this Notice of Proposed Suspension may result in additional disciplinary action to include termination from the Bexar County Sheriff's Office.

On February 23, 2018 you were served with a Notice of Proposed Suspension for ten (10) days, for the violations cited above. You requested a hearing, accordingly a Loudermill hearing was held on March 20, 2018.

Present at the hearing were the following:

Deputy Chief Laura M. Balditt, Adult Detention Bureau
Maria Levine, HR Supervisor
Deputy Sebastian Pennywell, Grievant
Karl Brehm, CLEAT Attorney

After hearing your case, I offered ta reduction and you have accepted the action therefore I am issuing this Agreed Order and Enactment of Suspension six (6) days.

AGREED ORDER OF SUSPENSION (6 DAYS)
Deputy Sebastian Pennywell

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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 Laura M. Balditt
Adult Detention Bureau

The foregoing document was sent via facsimile to Karl Brehm, CLEAT Attorney on ^{April} March 2nd 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