



Bexar County Sheriff's Office

Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Sergeant Gilbert Bedia, Employee # [REDACTED], Detention

DATE: March 29, 2018

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of two (2) days from the position of Detention Sergeant 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:

O. Conduct or action that would seriously impair job effectiveness.

In addition to the following sections of the Bexar County Sheriff's Office Policy & Procedure Manual:

5.03 Obedience

5.05 Harmony and Cooperation

5.07 Derogatory Remarks

The specific reason(s) for this action: On July 8, 2017, a Code II occurred in Unit BC at the Bexar County Adult Detention Center, when two deputies were assaulted by an inmate. Contraband was found in the unit during the Code II. A Contraband, Health and Safety Inspection was initiated to search for additional contraband believed to be in the unit. You acted in an unprofessional manner by criticizing the unit deputies, making unprofessional statements against a fellow Sergeant and diminishing the work performance of some of your fellow deputies while speaking to the inmates in the unit. This conduct undermines authority and productivity at the Bexar County Sheriff's Office and can lead to disobedience by the inmates. Additionally, you were found to have made unprofessional remarks regarding others providing information on you. This behavior will not be tolerated from a ranking deputy.

The corrective action required: In the future, you shall conduct yourself with professionalism at all times and will refrain from publicly criticizing any official act or employee of the Sheriff's Office. You are to comply with section 5.02 D of the Bexar County Sheriff's Office Manual of Policy & Procedure.

On March 7, 2018 a grievance hearing was held in my office.

Present at the hearing were the following:

Don Tijerina, Chief Deputy
Laura Martinez, HR Technician
Sergeant Gilbert Bedia, Grievant
Karl Brehm, CLEAT Attorney

You have accepted an Agreed Order of Suspension for two (2) days. 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

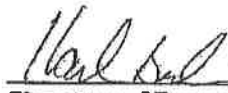
**AGREED ORDER OF SUSPENSION (2 DAYS)
Sergeant Gilbert Bedia**

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The foregoing document was sent via facsimile to Kari Brehm, CLEAT Attorney on ⁱⁿ ~~March~~ ^{April} 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