



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 three (3) 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:

- J. Poor Job Performance.**
- O. Conduct or action that would seriously impair job effectiveness.**

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

- 5.07 Derogatory Remarks**
- 5.08 Criticism of Official Acts**

The specific reason(s) for this action: On June 4, 2017, you became upset at a lieutenant regarding your duty assignment for the day and shared your discontent with the officers under your direct supervision, using disparaging comments toward the lieutenant's abilities as a Shift Commander. Further, you promoted disharmony between the officers and Shift Commander with your actions observed by subordinate officers. This conduct undermines productivity at the Bexar County Sheriff's Office and will not be tolerated from a ranking deputy.

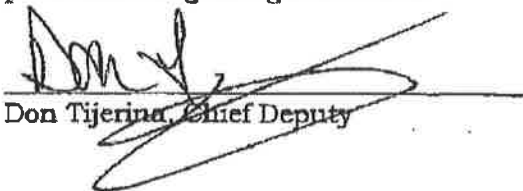
The corrective action required: In the future, you shall conduct yourself with professionalism at all times. You will refrain from publicly criticizing any official act or employee of the Sheriff's Office. You are to comply with section 5.07 of the Bexar County Sheriff's Office Manual of Policy & Procedure. If you have an issue with any ranking officer, you will discuss it privately to prevent the undermining of ranking officers.

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 three (3) 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 (3 DAYS)
Sergeant Gilbert Bedia**

PAGE 2 *lm*

The foregoing document was sent via facsimile to Karl Brehm, CLEAT Attorney on ~~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