



Bexar County Sheriff's Office
Javler Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Sergeant Jelane Thompson, Badge #1280, Employee # [REDACTED]
DATE: March 23, 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 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:

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

The specific reasons for this action: On Tuesday, April 25, 2017, you and two other sergeants were responsible for ensuring that the Pipe System checks were conducted. During the course of an Observation Log Book entries review, it was discovered that the Pipe Checks were missed for 4 hours and 59 minutes. Be advised observation checks shall be performed at least every 30 minutes.


The corrective action required: In the future, you will adhere to all Civil Service Commission Rules and Bexar County Sheriff's Office and Detention Manuals of Policy and Procedure. Specifically, BC No 900.17 Security and Control: IV. Procedures: C. Observation Checks. Persistence in the behavior which resulted in this Agreed Order and Enactment of Suspension may result in more serious disciplinary action that may include dismissal from the Sheriff's Office.

On September 20, 2017 you were served with an Order of Suspension for five (5) days, for the violations cited above. You requested a hearing, accordingly a grievance hearing was held on March 9, 2018.

Present at the hearing were the following:

Don Tijerina, Chief Deputy
Laura Martinez, HR Technician
Sergeant Jelane Thompson, Grievant
Morris Munoz, CLEAT Attorney

After hearing your case, I offered a reduction and you have accepted the action therefore I am issuing this Agreed Order of Suspension 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

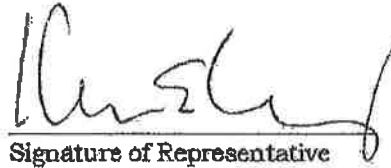
**AGREED ORDER OF SUSPENSION (1 DAYS)
Sergeant Jelane Thompson**

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The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on ~~March~~ ^{April} 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