



Bexar County Sheriff's Office

Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Deputy William Enz, Badge #1264, 1st Main

DATE: May 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 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:

B: Poor Attendance-Excessive absence and / or Tardiness

In addition to the following Bexar County Detention Manual of Policy and Procedure, Paragraph 300:02:

V: A(#04) – On the SEVENTH offense within the same ninety (90) day period From the FIRST written offense, the Jail Administrator or designee shall administer disciplinary action at their discretion, to include suspension or possible termination.

The specific reason(s) for this action: On Tuesday, March 27, 2018 you were late for duty. You arrived at 0725 hours. This constituted your **seventh** infraction.

The corrective action required: You are required to report for duty punctually at 0645 hours. Be advised that repetition of the action (or lack of the action) which resulted in Agreed Order of Suspension (3) days, may result in future progressive disciplinary action.

On May 9, 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 grievance hearing was held on May 23, 2018.

Present at the hearing were the following:

- Deputy Chief Ruben Vela, Adult Detention Bureau
- Florence Perez, Administrative Assistant
- Laura Martinez, HR Technician
- Deputy William Enz, 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 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.

Deputy Chief Ruben Vela,
Adult Detention Bureau