



**Bexar County Sheriff's Office**  
*Javier Salazar, Sheriff*



**AGREED ORDER OF SUSPENSION**

**EMPLOYEE:** Deputy Brandon Young, #4328, Employee # [REDACTED] Detention  
**DATE:** July 2, 2018

***This is a reduced action ordered by Deputy Chief Ruben Vela, Adult Detention Bureau. You have consented to this reduced action and agreed to waive further grievance and appeal procedures.***

You are hereby notified that the Bexar County Sheriff's Office is suspending you for five (5) days without pay from the position of Detention Deputy for violation of the following section(s) of Chapter IX of Paragraph 9.02 of the Rules for the Bexar County Sheriffs Civil Service Commission:

- O. Conduct or action that would seriously impair job effectiveness.**
- P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.**

In addition to violation of the following section(s) of the Bexar County Sheriff's Office Manual of Policy and Procedure:

**5.02 PERFORMANCE OF DUTIES**  
**900.08-07 IV. B. 9. CONTRABAND PROHIBITED ITEMS IN THE SECURED AREAS**

**The specific reasons for this action:** On Sunday, April 22, 2018, you were assigned to Unit CA while working on 3rd Detail. At approx. 0409, Lt. Gilbert Bedia #4491 was conducting security rounds of all the lock down units. He proceeded to Unit CA and arrived to the center door of Unit CA where he could see you sitting down facing downwards with both your hands holding something between your legs. As he opened the center door you became startled and immediately placed the object in your left jacket pocket. He asked you what you were doing and what item you had in your possession. You immediately stated to Lt. Bedia "it's my phone, I forgot I had it". He then signed the logbook at 0411 hours, informed you to generate an FIR and to contact 2nd Floor Sergeant for a relief so you could secure your phone in your vehicle. Prior to leaving your assigned unit, Lt. Bedia checked the Unit CA picket doors to find them both unsecured. In your submitted report you acknowledged that you did have your cell phone in your possession. You did this despite the fact that cell phones are prohibited in the above noted policy and that there is a posted notice at the entrance of the facility which states, specifically, that cell phones are prohibited.

**The corrective action required:** In the future, you will comply with detention policy. You will not bring a cell phone into any of the secured areas of this facility. You will leave your cell phone in your vehicle or locker. Furthermore you shall comply with 5.02 Performance of Duties from the Sheriff's Office Manual of Policy and Procedure which states in part "An employee shall not perform their job assignments ...by acting in a manner which would tend to bring discredit upon themselves or the Division as a whole." Additionally, you shall become more vigilant in regard to keeping unit doors secured per policy. Be advised that repetition of the action (or lack of action) which resulted in this Notice of Proposed Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.


On June 14, 2018 you were served with a Notice of Proposed fifteen (15) day suspension. You were made aware of your rights regarding the said discipline. You and your attorney requested a hearing. A hearing was conducted on June 27, 2018 in my office.

**Present at the hearing were the following:**

Deputy Chief Ruben Vela, Adult Detention Bureau  
Laura Martinez, HR Technician  
Florence Perez, Administrative Assistant  
Deputy Brandon Young, Grievant  
Morris Munoz, Attorney

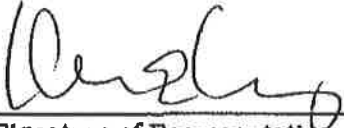
After hearing your cases, I offered to reduce the Notice of Proposed Suspension of fifteen (15) days to an Agreed Order and Enactment of Suspension of five (5) days. You have accepted the action; therefore, I am issuing this Agreed Order and Enactment of Suspension of five (5) days. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

**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.**

  
\_\_\_\_\_  
Deputy Chief Ruben Vela  
Adult Detention Bureau

The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on July ~~11<sup>th</sup>~~ 2018. Please acknowledge receipt of said document and return by fax to Sheriff's HR Office at (210)335-5083.

Agreed and Accepted:

 7/11/18  
Signature of Representative

Disc. 1) Original - Personnel File 2) Shift Commander 3) HR Technician 4) Employee