



Bexar County Sheriff's Office
Javier Salazar, Sheriff

ORDER OF SUSPENSION

EMPLOYEE: Deputy Hieu Bui #1262, 3rd Detail
DATE: March 15, 2018

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of three (3) day from the position of Detention Deputy.

You have violated 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:

- A. Absence without Leave**
- P. Conduct which has been proven to be detrimental or has an adverse effect on the Sheriff's Office**

And violation of the Bexar County Sheriff's Office Manual of Policy and Procedure subsection(s)

- 4.06 Attendance**
- 6.04 Reporting for Duty**

The specific reasons for this action: On Tuesday, January 30th 2018, you failed to report for work as scheduled. Several attempts were made to contact you via telephone as well as several attempts to your listed emergency contact all without success. A voice message to contact the shift commander's office was left after each attempt but you did not return any of these calls. A welfare check was conducted on your residence to ascertain your status.

You were contacted by BCSO Patrol at your residence and you had advised that you were fine. Following the welfare check several more calls were made and again you failed to answer the phone or return the calls. You were carried as an unauthorized absence (UNAB) for Tuesday the 30th for payroll purposes.

On Sunday, February 4th 2018, you submitted a written report in regards to your failure to report for work or call your shift commander and advise them of your status. In this report you state that you were with your girlfriend all night due to your concern over her safety. In this report you acknowledge that the patrol officer made contact with you in regards to not reporting for work. When questioned by your Shift Commander you acknowledge that you had received numerous phone calls but had not returned any of them.

The corrective action required: In the future you shall ensure that when an incident occurs that prevents you from reporting for work that you contact your shift commander and advise them thru the normal call in procedures. Furthermore, you shall not ignore repeated phone calls and voice messages from your supervisors without returning them. You shall comply with section **4.06 -Attendance**.

On February 25, 2018 you were served with a Notice of Proposed three (3) day suspension. You were made aware of your rights regarding the said discipline. You failed to respond in the allotted time therefore I am upholding the discipline and proceeding with this Order of Suspension. You may grieve to the next level.

rec'd 3/19/18
PSP

Deputy Hieu Bui

You are advised that you may grieve this Order of Suspension, in writing, to Assistant Chief Deputy Bobby Hogeland, Adult Detention Bureau within ten (10) business days of the receipt of this document. Send copies of your grievance to: 1) Civil Service Commission at 211 S. Flores, San Antonio, Texas, 78204; 2) Sheriff's Office Human Resources. Any further information regarding your Civil Service rights may be obtained at the Civil Service Office by calling (210) 335-0728.

Chief Balditt

Deputy Chief Laura Balditt
Adult Detention Bureau

The foregoing document was served to Deputy Hieu Bui on this 18th day of March 2018
by:

Lt. Dawn Peña #4401

Printed Name/Badge of Server

Lt. Dawn Peña #4401

Signature of Server

I acknowledge receipt of this document:

Ker #1262

Employee Signature

2018 MAR 19 11:00 AM