



Bexar County Sheriff's Office
Javier Salazar, Sheriff



AGREED ORDER OF SUSPENSION

EMPLOYEE: Deputy Spencer Fadorsen, #1697, 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 two (2) 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:

- J. Poor job performance.**
- O. Conduct or action that would seriously impair job effectiveness.**
- F. 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:

- 5.01 GENERAL DISCHARGE OF DUTIES**
- 5.02 PERFORMANCE OF DUTIES**

The specific reasons for this action: On Saturday, May 25, 2018, you were assigned to the Release Desk. You prepared the paperwork for the release of Inmate Kaitlyn Barron #1051882, but failed to review and to follow the special bond conditions. This serious oversight resulted in you not placing a red "Custody Transfer" stamp on the white rider. Inmate Barron was subsequently released on her own thus violating the court order directing the Sheriff's Office to release her to her father. You admitted that you did not look at the special bond conditions and stated, "I assumed it said the usual weekly UA's or something of that matter and if it was something unusual they (PR Staff) will alert me." Your actions in failing to review the court paperwork and all official documents constitute Poor Job Performance and are unacceptable and will not be tolerated.

Corrective action on your part is required: In the future, you are directed to review CJIS, all judicial activities for all charges, and Post Orders, as well as all official documents received. You must adhere and comply with policies, procedures and Post Orders of the Bexar County Sheriff's Office. Be advised that persistence in deviating from your duties, which resulted

in this Notice of Proposed Suspension, may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

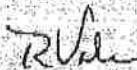
On June 13, 2018 you were served with a Notice of Proposed five (5) day suspension. You were made aware of your rights regarding the said disciplinc. You and your attorney requested a hearing. A hearing was conducted on June 26, 2018 in my office.

Present at the hearing were the following:

- Deputy Chief Ruben Vela, Adult Detention Bureau
- Laura Martinez, HR Technician
- Florence Perez, Administrative Assistant
- Deputy Spencer Fadoisen, Grievant
- Tanner Barnes, Attorney

After hearing your case, I offered to reduce the Notice of Proposed Suspension of five (5) days to an Agreed Order and Enactment of Suspension of two (2) days. You have accepted the action; therefore, I am issuing this Agreed Order and Enactment of Suspension of two (2) 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 Tanner Barnes, CLEAT Attorney on July 11th 2018. Please acknowledge receipt of said document and return by fax to Sheriff's HR Office at (210)335-5083.

Agreed and Accepted:



Signature of Representative

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