



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



**AGREED ORDER OF SUSPENSION**

**EMPLOYEE:** Deputy Joshua Montoya, Employee # [REDACTED], Detention  
**DATE:** September 25, 2018

This agreement shall be agreed upon and retroactively dated July 16, 2018.

You are hereby notified the Bexar County Sheriffs' Office is suspending you without pay for a total of Fifteen (15) days from the position of Detention Deputy for the following violations of Chapter IX, Section 9.02 of the Rules of the Bexar County Sheriffs Civil Service Commission:

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

In addition to the following sections of the Bexar County Sheriff's Office Manual of Policy & Procedure, paragraph(s):

**5.24 CONDUCT UNBECOMING**  
**5.45 BRINGING DISCREDIT**

**The specific reason(s) for this action:** On or about August 11, 2017, during a house party at the residence of a Deputy, a Corporal initiated an act of "horseplay" with another employee which led to a physical struggle and the physical restraint of that employee using restraints and a County issued Taser. At one point during the struggle, a minor child took the Taser off of the stove and was in possession of it. The Taser was immediately taken away from her. The incident was uploaded to social media, making it accessible to the public for viewing, adversely impacting the Sheriff's Office.

As a member of the Sheriff's Office, you are held to a high standard. You participated in an incident which included a physical struggle, using force. Such reckless behavior will not be tolerated by the Sheriff's Office.

Additionally, you failed to report the incident when it occurred.

**The corrective action required:** In the future, you will adhere to all Civil Service Commission and Bexar County Sheriff's Office Manuals of Policy and Procedures, refraining from conduct that brings discredit to yourself or adversely impacts the Sheriff's Office. Persistence in the behavior which resulted in this Order of Suspension

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may result in a more serious disciplinary action that may include dismissal from the Sheriff's Office.


A grievance hearing was held in my office.

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

D. Tijerina, Chief Deputy  
Laura Martinez, HR Technician  
Florence Perez, Administrative Assistant  
Deputy Joshua Montoya, Grievant  
Morris Munoz, CLEAT Attorney

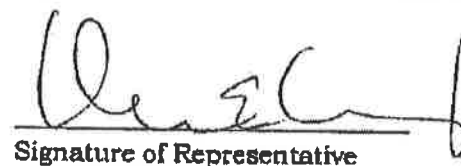
I offered a reduction and you have accepted an Agreed Order of Suspension of Fifteen (15) days, therefore, I am issuing this Agreed Order of Suspension. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

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.

  
D. Tijerina  
Chief Deputy

The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on September 27 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