



Bexar County Sheriff's Office

Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Deputy Juan Macias, 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 Thirty (30) 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 your residence, a Bexar County Detention Deputy initiated an act of "horseplay" with another Deputy, which led to a physical struggle and the physical restraint of that employee. You retrieved your County issued Taser from the garage. At one point during the struggle, your child took the Taser off 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 Manual 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 Juan Macias, Grievant
Morris Munoz, CLEAT Attorney

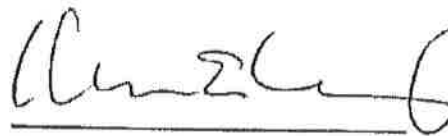
I offered a reduction and you have accepted an Agreed Order of Suspension of Thirty (30) days, therefore, I am issuing this Agreed Order of Suspension. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

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 21 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