



Bexar County Sheriff's Office
Javier Salazar, Sheriff



AGREED ORDER OF SUSPENSION

EMPLOYEE: Detention Corporal Ryan Ferrell, Badge #1539, Detention

DATE: July 18, 2018

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of one (1) day from the position of Detention Corporal for the following violations of Chapter IX, Section 9.02 of the Rules of the Bexar County Sheriff's 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):

5.18 Language and Behavior

The specific reason(s) for this action: On June 18, 2017, it was determined that you and other deputies from the Detention Bureau attended a party at the residence where alcoholic beverages were consumed. During the party a verbal altercation took place inside the residence.

During an investigation by Internal Affairs it was determined that you used insulting and antagonizing language towards other members of the Sheriff's Office inside the residence, in front of civilians.

Your conduct both privately and publicly did not reflect favorably on the Sheriff's Office and invited unwanted negative publicity and criticism in the community the Bexar County Sheriff's Office serves. Your language, behavior and disregard for policies brought discredit to yourself and the Sheriff's Office and will not be tolerated.

The corrective action required: In the future, you will conduct yourself in a professional manner both on and off-duty. You will abide by the laws of the State of Texas, the policies and procedures of the Bexar County Sheriff's Office and the Rules of the Bexar County Sheriff's Civil Service Commission. Be advised that persistence in the behavior, which resulted in an Order of Suspension, may result in more serious disciplinary action, which 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
Corporal Ryan Ferrell, Grievant
Morris Munoz, CLEAT Attorney

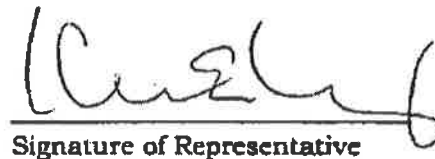
I offered a reduction and you have accepted an Agreed Order of Suspension one (1) day. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.


D. Tijerina
Chief Deputy

The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on July 18 2018. Please acknowledge receipt of said document and return by fax to Sheriff's HR Office at (210)335-5083.

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.

Agreed and Accepted:


Signature of Representative

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