



Bexar County Sheriff's Office
Javier Salazar, Sheriff

AGREED ORDER OF SUSPENSION

EMPLOYEE: Detention Deputy Khigh D. Pease, Badge #2982, 1st Detail Main Jail
DATE: July 18, 2018

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of five (5) days from the position of Detention Deputy 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
5.45 Bringing Discredit

The specific reason(s) for this action: On June 18, 2017 at approximately 0458 hours, a call was made to BCSO Dispatch reporting a disturbance. Deputies from the Patrol Division arrived and during the course of the investigation at the scene, it was determined that you and other deputies from the Detention Bureau attended a party at a residence where alcoholic beverages were consumed. During the party a verbal altercation took place inside the residence and later, a physical altercation took place outside the residence in the public roadway, resulting in a 911 call being made by citizens to BCSO Dispatch for the disturbance. A news report of the incident was aired on television by local news media.

During the course of an Internal Affairs investigation regarding this incident, it was determined that you were engaged in a verbal altercation inside the residence.

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 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

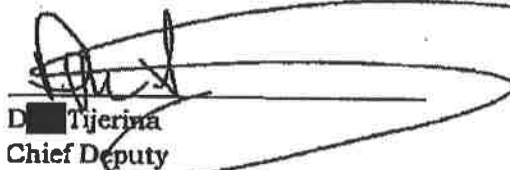
of the Bexar County Sheriff's Civil Service Commission. Be advised that persistence in the behavior which resulted in an Order of Suspension may result in more serious disciplinary action, which may include dismissal from the Sheriff's Office.

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
Deputy Khigh D. Pease, Grievant
Morris Munoz, CLEAT Attorney

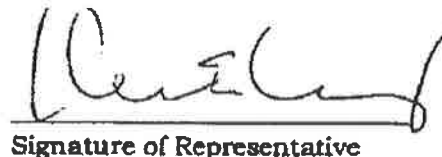
I offered a reduction and you have accepted an Agreed Order of Suspension five (5) days. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.


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