



# Bexar County Sheriff's Office

Javier Salazar, Sheriff

## AGREED ORDER OF SUSPENSION

**EMPLOYEE:** Deputy Bryant Canales, Employee # [REDACTED], Detention Bureau  
**DATE:** September 19, 2018

You are hereby notified the Bexar County Sheriffs' Office is suspending you without pay for a total of six (6) 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:

**J. Poor Job Performance.**

**O. Conduct or action that would seriously impair job effectiveness.**

In addition to the following sections of the Bexar County Sheriff's Office and Detention Manuals of Policy and Procedure:

**5.02 PERFORMANCE OF DUTIES**

**6.04 ALERTNESS**

**900.08-07 Contraband (IV-10) Prohibited Items in the Secured area**

**The specific reason(s) for this action:** On March 2, 2018, you were assigned to Unit CC at the Bexar County Adult Detention Center. At approximately 1041 hours, during your tour of duty, three Capital Murder inmates, housed in Unit CC, escaped from custody via the left side recreation yard. Upon discovery of the escape, an Internal Affairs investigation began. During the course of the investigation it was determined that you had no knowledge of the missing inmates until a headcount was ordered for all living units on the second floor.

During the investigation, it was further determined that you were in possession of your cell phone in the secured area of the facility. In your report, you stated that you understood the policy regarding contraband in the secured area, however chose to keep your phone on you because of your need to address a potential issue with your child immediately, if it became necessary.

By these actions, you demonstrated your inattentiveness to your surroundings and your careless attitude towards the safety and security of the facility. This blatant disregard for policy will not be tolerated by the Bexar County Sheriff's Office.

**The corrective action required:** You will adhere to all Civil Service Commission and Bexar County Sheriff's Office Policies and Procedures. You are prohibited from bringing cellular phones or any other electronic devices into the secured area of the facility. You must at all times remain cognizant of your surroundings and attentive to your duties to prevent this type occurrence in the future. Be advised that persistence in the behavior, which resulted in this Notice of Proposed Suspension, may result in

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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:**

Deputy Chief Ruben Vela, Adult Detention Bureau  
Laura Martinez, HR Technician  
Florence Perez, Administrative Assistant  
Deputy Bryant Canales, Grievant  
Karl Brehm, CLEAT Attorney

I offered a reduction and you have accepted an Agreed Order of Suspension for six (6) days.

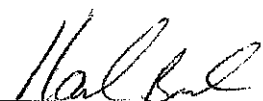
You have accepted the action; therefore, I am issuing this Agreed Order of Suspension of six (6) days. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

**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

Oct. The foregoing document was sent via facsimile to Karl Brehm, CLEAT Attorney on  
vm 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