



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



**ORDER OF DISMISSAL**

**EMPLOYEE:** Deputy Diana Barrera, Badge #1438, Emp. # [REDACTED]

**DATE:** October 16, 2018

You are hereby notified that the Bexar County Sheriff's Office is dismissing you from the position of Detention Deputy.

**You are being terminated in relation to allegations of a recent DWI arrest and a continuing pattern of conduct or action that would seriously impair job effectiveness or has a detrimental effect on the Sheriff's Office and was not because of a reduction in workforce or an at-will employment decision.**

You have violated the following subsections Chapter IX, Section 9.02 of the Rules of the Bexar County Sheriffs Civil Service Commission:

- J. Poor Job Performance.**
- K. Physical or verbal abuse of a person in custody of the Sheriff's Office. (ADOPTED 10-27-98; EFFECTIVE 11-10-98)**
- M. Violation of any statute, Civil Service rule, regulation or Commission order. (ADOPTED 3-14-90; EFFECTIVE 3-28-90)**
- O. Conduct or action that would seriously impair job effectiveness.**
- P. Conduct which has proven to be detrimental or has an adverse effect on the Sheriff's Office.**

In addition, you have violated the following Bexar County Sheriff's Office Policies and Procedures:

- 5.01 GENERAL DISCHARGE OF DUTIES**
- 5.02 PERFORMANCE OF DUTIES**
- 5.18 LANGUAGE AND BEHAVIOR**
- 5.24 CONDUCT UNBECOMING AN OFFICER**
- 5.44 VIOLATIONS OF LAW**
- 5.45 BRINGING DISCREDIT**
- 5.53 PERSONS IN CUSTODY**

**The specific reason(s) for this action are as follows:** On September 22, 2018, at approximately 1:13 am, in the area of Culebra Rd and Joe Newton Drive, you were arrested by the San Antonio Police Department for suspicion of DWI. Your involvement in this incident exhibits a recent and continuing pattern of inappropriate and unacceptable behavior that will not be tolerated. At the time of your arrest, you were in an administrative leave status with the Bexar County Sheriff's Office for an allegation of excessive use of force.

On August 24, 2018, while assigned to duty at the Bexar County Adult Detention Center Annex, you were allegedly involved in assaulting a person in the custody of the

Bexar County Sheriff's Office.

Your conduct violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

- a. Being arrested for DWI is a violation of a criminal statute, Civil Service rule, regulation or Commission order, conduct proven detrimental or having an adverse effect on the Sheriff's Office, conduct or action that would seriously impair job effectiveness, bringing discredit, immoral conduct. (CS:9.02-M,O,P and SP: 5.24, 5.44, 5.45)
- b. Assaulting or participating in assaults on any person in custody of the Sheriff's Office considered Poor Job Performance, Physical or verbal abuse of a person in custody of the Sheriff's Office, Conduct or action that would seriously impair job effectiveness, conduct proven detrimental or having an adverse effect on the Sheriff's Office and conduct, general discharge of duties, performance of duties, conduct unbecoming, bringing discredit, persons in custody(CS:9.02-J, K O, P and SP: 5.01, 5.02, 5:24, 5.45, 5.53)

On September 25, 2018, this office received your request for a Grievance Hearing in reference to the Notice of Proposed Dismissal served on September 22, 2018. A hearing was scheduled for October 5, 2018.

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

Deputy Chief Ruben Vela, Adult Detention Bureau  
Laura Milam, HR Technician  
Deputy Diana Barrera, Grievant  
Karl Brehm, CLEAT Attorney

After hearing your case, you and your representative failed to provide me with any information that would alter my decision therefore I am going forward with this Order of Dismissal. You may grieve to the next level.

You are advised that you may grieve this Order of Dismissal, in writing, to the Chief Deputy Don Tijerina, Sheriff's Administration. Your grievance, if submitted, must be received and time stamped by the Sheriff's Civil Service Commission Office no later than the tenth (10th) business day following receipt of this document at 211 S. Flores, San Antonio, Texas, 78204. If you have any questions regarding the Rules, or your rights of the Bexar County Sheriff's Civil Service Commission, you may contact the Civil Service Commission at (210) 335-0728.



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Deputy Chief Ruben Vela  
Adult Detention Bureau

The foregoing Order of Dismissal was sent via facsimile to Karl Brehm, CLEAT Attorney, on this 18<sup>th</sup> day of October 2018. Please acknowledge receipt of said document and return by fax to 210-335-5083.

I acknowledge receipt of this document:

\_\_\_\_\_  
Signature of Attorney

Distribution: 1) Original-Personnel File 2) Employee 3) Shift Commander 4)HR Technician