



Bexar County Sheriff's Office
Javier Salazar, Sheriff



AGREED ORDER OF SUSPENSION

EMPLOYEE: Corporal Rachael Vasquez, Employee # [REDACTED] Detention Bureau
DATE: November 26, 2018

You are hereby notified the Bexar County Sheriffs' Office is suspending you without pay for a total of three (3) days from the position of Detention Corporal for the following violations of Chapter IX, Section 9.02 of the Rules of the Bexar County Sheriffs Civil Service Commission:

C. Insubordination- Unwilling to submit to authority

In addition to the following rules of the Bexar County Sheriff's Office Manual of Policy and Procedure:

5.03 Obedience

The specific reason(s) for this action: On Wednesday, September 12, Wednesday, September 19, 2018 and Wednesday, September 26, 20018 you were notified by Lt. Veronica Hignoz #4471, that you were required to report for your scheduled mandatory overtime (MOT). You informed the Commander you were unable to fulfill your prescheduled MOT because you are single and do not have child care for your 2 young children.

The corrective action required: In the future, you shall fulfill your obligation to stay for MOT on your scheduled date when ordered to do so. Furthermore you shall comply with section 5.03 (Obedience) in the Bexar County Sheriffs Officer Manual of Policy & Procedure which states in part "Deputy Sheriff's.... shall strictly obey and properly execute any lawful order or instruction emanating from their supervisors or ranking Deputy Sheriff." Be advised that repetition of the action (or lack of action) which resulted in this Agreed 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:

Deputy Chief Ruben Vela, Adult Detention Bureau
Laura Milam, HR Technician
Corporal Rachael Vasquez, Grievant
Morris Munoz, CLEAT Attorney

You have accepted an Agreed Order of Suspension for three (3) days. This Agreed Order and Enactment combines three discipline. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

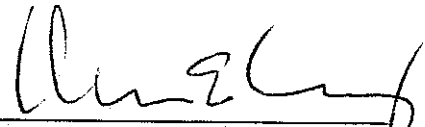
I have read the above. I fully understand my rights of grievance and appeal in disciplinary issues as outlined under Civil Service Rules. I wish to waive further grievance and appeal procedures regarding this issue and agree to accept the Reduced Action as outlined above.



Deputy Chief Ruben Vela
Adult Detention Bureau

The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on November 28, 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 11-29-18

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