



AGREED ORDER OF SUSPENSION

EMPLOYEE: Deputy Anthony A. Alvarado, Emp # [REDACTED] **Law Enforcement Bureau**
DATE: November 19, 2018

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of forty (40) days from the position of Law Enforcement Deputy for the following violations of Chapter IX, Section 9.02 of the Rules of the Bexar County Sheriff's Civil Service Commission:

- O. Conduct or action that could seriously impair job effectiveness**
- 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 and Procedure:

- 5.01 General Discharge of Duties**
- 5.02 Performance of Duties**

The specific reason(s) for this action: On or about January 30, 2018, the Bexar County Sheriff's Office became aware of an ongoing relationship between you and a female complainant. This relationship initially began while you were on duty, and future encounters were often while on-duty as a patrol deputy for the Sheriff's Office. This conduct is in violation of the Sheriff's Office Policy and Procedures Manual and the Civil Service Rules of Bexar County.

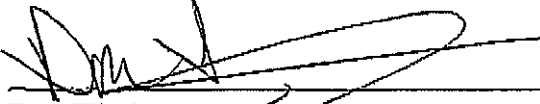
The corrective action required: In the future, you will adhere to all Bexar County Sheriff's Office and Civil Service Commission Policies and Procedures. You will refrain from such conduct on duty as it causes mistrust by the public and brings discredit to the Bexar County Sheriff's Office. Further, this conduct interferes with the efficient performance of your duties. Be advised that persistence in the behavior, 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:

Don Tijerina, Chief Deputy
Laura Milam, HR Technician
Deputy Anthony Alvarado, Grievant
Morris Munoz, CLEAT Attorney

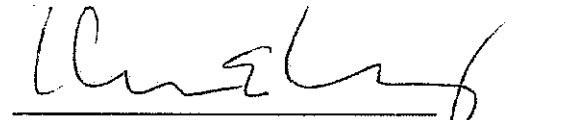
You have accepted an Agreed Order of Suspension Forty (40) days. Be advised that by accepting this agreement you are also agreeing to waive further grievance and appeals procedures regarding this issue.


Don Tijerina
Chief Deputy

Dec. 4
The foregoing document was sent via facsimile to Morris Munoz, CLEAT Attorney on November 4, 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 12-4-18

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