



Bexar County Sheriff's Office
Javier Salazar, Sheriff



AGREED ORDER OF SUSPENSION

EMPLOYEE: Corporal Aaron Cardenas, Employee # [REDACTED], Detention Bureau
DATE: November 21, 2018

You are hereby notified that the Bexar County Sheriff's 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 Sheriff's Civil Service Commission:

- C. Insubordination - Unwilling to submit to authority**
- O. Conduct or action that would seriously impair job effectiveness**

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

5.03 Obedience

5.05 Harmony and Cooperation

The specific reason(s) for this action: On Tuesday, September 11, 2018 at 2130 hours an announcement was made for all second detail officers to report to the roll call room after being properly relieved. All were addressed by Deputy Chief Ruben Vela that the reason for the meeting was to advise us we would be staying to assist with the movement of inmates to the South Tower which was to be opened on third detail that evening. Once dismissed and on the way back into the secured area you stated you were going to place personal items (which you had in your hand) into your vehicle and return. As time went on and moves were being completed it was brought to Captain Mark Padilla's attention you were nowhere to be found. Further investigation found you did not return as you had advised you would.


The corrective action required: In the future you shall adhere to all orders given to you by your Command Staff. As Command staff we are well aware that every Deputy has a personal life however when you do not communicate with Command we are left with no other resolution other than Discipline. Furthermore, you shall comply with section 5.03 of the Sheriff's Office Manual of Policy and Procedures which states in part "Employees shall strictly obey and properly execute any lawful order or instruction emanating from their supervisors or ranking Deputy Sheriffs. To defy the authority of any supervisor by obvious disrespect, disputing orders, or failing to or deliberately refusing to obey any lawful order given shall be considered as insubordination." Be advised, the type of conduct which resulted in this Letter of Reprimand may result in disciplinary action to include dismissal from the Bexar County 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
Deputy Aaron Cardenas, Grievant
Tanner Barnes, CLEAT Attorney

You have accepted an Agreed Order of Suspension six (6) day. Be advised that by agreeing to this reduced action you are also agreeing to waive further grievance and appeals procedures regarding this issue.

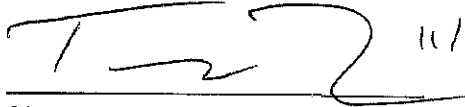


Deputy Chief Ruben Vela
Adult Detention Bureau

The foregoing document was sent via facsimile to Tanner Barnes, 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.

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:

 11/30/18

Signature of Representative

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