

**Bexar County Sheriff's Office***Javier Salazar, Sheriff***ORDER OF DISMISSAL****TO: Deputy Adrian L. Parra, Emp. # [REDACTED] Law Enforcement Bureau****DATE: January 29, 2019**

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

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

- H. Being under the influence or consumption of intoxicating beverages or Controlled substances such as narcotics or drugs of any kind while on the job or while in uniform.**
- 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:

- 5.24 CONDUCT UNBECOMING AN OFFICER**
- 5.28 USE OF ALCOHOL**
- 6.07 AVAILABILITY WHEN ON DUTY**
- 6.17 ABSENCE FROM DUTY**

The specific reason(s) for this action are as follows: On July 17, 2018 while assigned to the Bexar County Sheriff's Academy on light duty, you were not seen by academy staff from approximately 1045 hours to 1315 hours. Additionally, while staff was searching for you, a fellow employee made a complaint stating you were taking photos of a confidential training file with your personal phone. When you were reached by academy staff on your personal phone, you were ordered to report to Captain Roland Schuler's Office to submit a report regarding your whereabouts and the alleged photographs you captured.

When you entered Captain Schuler's office, he noted that it took you over 15 minutes to arrive, you appeared confused and had difficulty putting together your words. When asked about your whereabouts, you responded with profanity. You were ordered to submit 2 administrative reports, one regarding your whereabouts and the second regarding the training file photo allegedly taken with your phone. While speaking to you, Captain Schuler smelled a "fruity odor" on your breath. You were then ordered to submit to "For-Cause Testing" for drugs and alcohol.

An Internal Affairs investigation was requested and the allegations against you sustained. Additionally, you tested positive for alcohol.

Your violation of Bexar County Sheriff's Office Policies will not be tolerated as this conduct violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

- a. Your conduct in arriving for duty under the influence of an alcoholic beverage or intoxicating liquor is considered conduct proven detrimental or having an adverse effect on the Sheriff's Office and conduct or action that would seriously impair job effectiveness and conduct unbecoming an officer, (CS:9.02-H,O,P and SP: 5.24, 5.28)
- b. Your unauthorized conduct in photographing a document from a training file is considered conduct proven detrimental or having an adverse effect on the Sheriff's Office, conduct or action that would seriously impair job effectiveness, conduct unbecoming an officer and bringing discredit (CS:9.02-O,P and SP: 5.24)
- c. Your conduct in concealing yourself while on duty that your whereabouts were not known is, conduct proven detrimental or having an adverse effect on the Sheriff's Office conduct or action that would seriously impair job effectiveness, conduct unbecoming an officer, (CS:9.02-O,P and SP: 5.24 and 6.07, 6.17)


On January 11, 2019, this office received your request for a Loudermill Hearing in reference to the Notice of Proposed Dismissal served on January 9, 2019. A hearing was scheduled for January 25, 2019.

Present at the hearing were the following:

Assistant Chief Deputy Ronald D. Bennett, Patrol Division
Laura Milam, HR Technician
Adrian Parra, Grievant
Morris Munoz, CLEAT Attorney

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

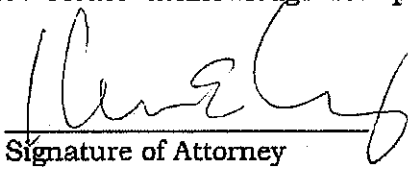
You are advised that you may grieve this Order of Dismissal, in writing, to Chief Deputy Don Tijerina, Sheriff's Administration. Your grievance, if submitted, must be received and time stamped by the Sheriff's Civil Service Commission Office no later than the tenth (10th) business day following receipt 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.



Ronald D. Bennett
Assistant Chief Deputy

The foregoing Order of Dismissal was sent via facsimile to Morris Munoz, CLEAT Attorney on this 30th day of January 2019. Please acknowledge receipt of said document and return by fax to 210-335-5083.

I acknowledge receipt of this document:


Signature of Attorney 1/30/19

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