



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



**ORDER OF DISMISSAL**

**TO: Sergeant Hugh W. Anderson, Employee # [REDACTED] L.E. Bureau**

**DATE: March 7, 2019**

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

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

- M. Violation of any statute, Civil Service rule, regulation or Commission order.**
- O. Conduct or action that would seriously impair job effectiveness.**
- P. Conduct which has proven to be detrimental or has an adverse affect on the Sheriff's Office.**

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

**5.24 CONDUCT UNBECOMING**

**5.44 VIOLATIONS OF LAW**

**5.45 BRINGING DISCREDIT**

**The specific reason(s) for this action are as follows:** On August 25, 2018 at approximately 1600 hours, your vehicle was allegedly struck by another vehicle in the parking lot of the HEB store at 9900 Wurzbach Rd (San Antonio, TX). As the vehicle proceeded to the exit, you followed then blocked the other vehicle which was being driven by the complainant. You exited your vehicle and approached the complainant as he sat in his vehicle. You accused him of striking your vehicle then physically struck him, causing pain and redness to the left side of his face and eye. The San Antonio Police Department was called and surveillance video retrieved. After review, it was concluded that you indeed struck the complainant in the face, causing injury. This assaultive behavior will not be tolerated by 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. Causing injury by physically striking another person is a violation of a criminal statute, a Civil Service rule, a regulation or Commission order; is conduct or an action that would seriously impair job effectiveness; is conduct proven detrimental or has an adverse affect on the Sheriff's Office; is conduct unbecoming; is a violation of law; and brings discredit to the department. (CS: 9.02-M,O,P and SP: 5.24, 5.44, 5.45)
- b. Violating the law instead of upholding it is a violation of a criminal statute, a Civil Service rule, a regulation or Commission order; is conduct or an action

that would seriously impair job effectiveness; is conduct proven detrimental or has an adverse affect on the Sheriff's Office; is conduct unbecoming; is a violation of law; and brings discredit to the department. (CS:9.02-M,O,P and SP: 5.24, 5.44, 5.45)


On February 22, 2019, this office received your request for a Loudermill Hearing in reference to the Notice of Proposed Dismissal served on February 20, 2019. A hearing was held on February 28, 2019.

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

Assistant Chief Deputy Ronald D. Bennett, Patrol Division  
Claudia Herrera, HR Technician  
Sergeant Hugh Anderson, Grievant  
Karl Brehm, 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 the Sheriff's Level or Designee. Your grievance, if submitted, must be received and time stamped by Sheriff's Administration no later than the tenth (10th) business day following receipt of this document. Additionally, a copy of the grievance, if submitted, must be distributed to the Bexar County Sheriffs Civil Service Commission at 211 S. Flores, San Antonio, Texas, 78204, and to the Bexar County Sheriff's HR Office. 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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Ronald D. Bennett  
Assistant Chief Deputy

The foregoing Order of Dismissal was sent via facsimile to Karl Brehm, CLEAT Attorney on this 22 day of March 2019. 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