



Bexar County Sheriff's Office

Javier Salazar, Sheriff



ORDER OF DISMISSAL

TO: Civilian Venessa D. Flores, Emp. # [REDACTED]

DATE: November 26, 2018

You are hereby notified that the Bexar County Sheriff's Office is dismissing you from the position of Public Safety Dispatcher II.

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

- J. Poor Job Performance.**
- M. Violation of any statute, Civil Service rule, regulation or Commission order. (ADOPTED 3-14-90; EFFECTIVE 3-28-90)**
- 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:

- 5.01 GENERAL DISCHARGE OF DUTIES**
- 5.02 PERFORMANCE OF DUTIES**
- 5.44 VIOLATIONS OF LAW**
- 5.45 BRINGING DISCREDIT**

The specific reason(s) for this action are as follows: On October 6, 2018, at approximately 3:58 am, in the area of 2000 block of Broadway, you were arrested by the San Antonio Police Department for suspicion of Driving While Intoxicated. A breath test administered as part of the arrest revealed you were operating a motor vehicle with a blood alcohol concentration approximately twice the legal limit. Your current involvement in this incident exhibits yet another example of a continuing pattern of inappropriate, unacceptable and illegal behavior that will not be tolerated.

On January 3, 2011, you were arrested and charged with Driving While Intoxicated by the San Antonio Police Department. Subsequently, this charge was reduced to Obstruct Highway - Intoxication, and you were finally convicted in 2013.

It has recently come to the attention of the Sheriff's Administration that you were stopped by a Bexar County Sheriff's Office deputy on June 22, 2018 for speeding. By your own admission, in a report written by you on this incident, you "...went to have a few drinks..." "...after work...". Although this did not result in an arrest on that day, and the events surrounding this incident are still under investigation, your admission of having a few drinks prior to driving further demonstrates a pattern of dangerous and illegal behavior.

Your conduct violates the Bexar County Sheriff's Office Policies and Procedures and the Bexar County Sheriff's Civil Service Rules as follows:

- a. Being arrested for DWI is a violation of a criminal statute, Civil Service rule, regulation or Commission order, conduct proven detrimental or having an adverse effect on the Sheriff's Office, conduct or action that would seriously impair job effectiveness, bringing discredit, immoral conduct. (CS: 9.02-M, O, P and SP: 5.01, 5.02, 5.44, 5.45)
- b. Conduct or action that would seriously impair job effectiveness, conduct proven detrimental or having an adverse effect on the Sheriff's Office and conduct, general discharge of duties, performance of duties, conduct unbecoming, bringing discredit, persons in custody (CS: 9.02-J, M, O, P and SP: 5.01, 5.02, 5.44, 5.45)

On October 12, 2018, this office received your request for a Loudermill Hearing in reference to the Notice of Proposed Dismissal served on October 6, 2018. You agreed to waive timelines on your case and a hearing was scheduled for November 20, 2018.

Present at the hearing were the following:

Captain Roland P. Schuler, Executive Officer
Laura Milam, HR Technician
Civilian Venessa Flores, Grievant

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

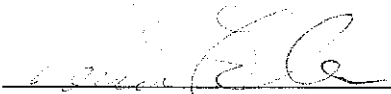
You are advised that you may grieve this Order of Dismissal, in writing, to Assistant Chief Deputy James Serrato, Sheriff's Administration. Your grievance, if submitted, must be received and time stamped by the Sheriff's Civil Service Commission Office no later than the tenth (10th) business day following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



Captain Roland P. Schuler
Executive Officer

The foregoing Order of Dismissal was served to Civilian Venessa D. Flores, on this 27 day of November 2018. Please acknowledge receipt of said document and return by fax to 210-335-5083.

I acknowledge receipt of this document:


Employee signature

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