

**Bexar County Sheriff's Office**

\*\*\* Sheriff Javier Salazar \*\*\*

**ORDER OF DISMISSAL****EMPLOYEE: Deputy Beatriz Cardenas, Emp. # [REDACTED] Detention Bureau****DATE: May 16, 2019**

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

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

**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 an Officer**

**5.45 Bringing Discredit**

**5.46 Immoral Conduct**

**5.54 Consorting with Persons of Unquestionable Nature**

**The specific reason(s) for this action are as follows:** On or about October 24, 2018, Lt. Christopher Molleda and Sergeant Arnold Menchaca arrived at your residence to serve you documents regarding a complaint in which you were listed as a witness. Upon knocking, an adult male answered the door and informed you of the visitors. When you appeared at the door, the Lieutenant and Sergeant asked to come in from the rain. Upon granted entry, they could smell a strong odor of marijuana in your residence.

An Internal Affairs investigation was launched and you were ordered to submit to a for cause drug test for reasonable suspicion. Your results came back negative, however, during the investigation, it was discovered that the adult male that opened the door at your residence was your live in boyfriend of three years. After a review of his criminal record, it was discovered that he had been arrested for possession of marijuana in January 2016 and thereafter convicted, around the time you began your career with the Bexar County Sheriff's Office. In your report you stated that when you arrived home on October 24, 2018, you discovered that your boyfriend had a friend over while you were at work and that his friend smoked marijuana in your home prior to Lt. Molleda and Sgt. Menchaca's arrival. Additionally, you reported to Internal Affairs that when you are at your shared residence, you are always looking for possible illegal substances that your boyfriend's friends might have left behind because you are in fear of losing your job.

Your continuation of this relationship, after knowledge of conviction on a drug charge and his friends' questionable behavior in your home violates Bexar County Sheriff's Office Policy.

*Integrity · Fairness · Leadership · Professionalism*

200 North Comal; San Antonio, Texas 78207; [www.bexar.org/sheriff](http://www.bexar.org/sheriff)

Office: (210) 335-6010; Emergency: 911; Fax: (210) 335-6019

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As a Bexar County Sheriff's Deputy you are held to a higher standard than the public. You have violated Sheriff's Policy and Procedures concerning fraternization with a person of questionable character and/or with a convicted felon. Your actions violated Bexar County Policy and Procedures and reflects poorly as an employee of the Bexar County Sheriff's Office as a whole. Your conduct is unacceptable behavior and will not be tolerated by this 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. Continuing a personal relationship with a person convicted of drug possession, and sharing a home with him is conduct proven detrimental or has an adverse affect on the Sheriff's Office; is conduct unbecoming; brings discredit to the department; is immoral conduct; is consorting with persons of unquestionable nature. (CS: 9.02-P and SP: 5.24, 5.45, 5.46, 5.54)
- b. Allowing friends of an unquestionable nature in your shared home is conduct proven detrimental or has an adverse affect on the Sheriff's Office; is conduct unbecoming; brings discredit to the department; is immoral conduct; is consorting with persons of unquestionable nature. (CS: 9.02-P and SP: 5.24, 5.45, 5.46, 5.54)

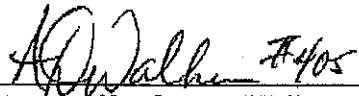
On April 24, 2019, this office received your request for a Loudermill Hearing in reference to the Notice of Proposed Dismissal served on April 18, 2019. A hearing was held on May 15, 2019.

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

Deputy Chief Avery Walker, Adult Detention Bureau  
Laura Martinez, HR Technician  
Claudia Herrera, HR Technician  
Deputy Beatriz Cardenas, Grievant  
Tanner Barnes, CLEAT Attorney

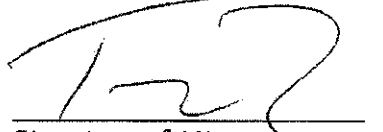
After hearing your case, you failed to provide me with any new information that would alter my decision therefore I am moving forward with this Order of Dismissal. You may grieve to the next level.

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.

  
Deputy Chief Avery Walker  
Adult Detention Bureau

The foregoing document was sent via facsimile to Tanner Barnes, CLEAT Attorney, on May 9, 2019. Please acknowledge receipt of said document and return by fax to Sheriff's HR Office at (210)335-5083 or email to [laura.milam@bexar.org](mailto:laura.milam@bexar.org) or [Claudia.Herrera@bexar.org](mailto:Claudia.Herrera@bexar.org).

I acknowledge receipt of this document:

  
Signature of Attorney

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