



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



**ORDER OF SUSPENSION**

**EMPLOYEE:** Deputy Erin Contero, Employee # [REDACTED] Detention Bureau  
**DATE:** April 1, 2019

You are hereby notified that the Bexar County Sheriff's Office is suspending you without pay for a total of **five (5) days** from the position of Detention Deputy for violation of the following section(s) of Chapter IX, Paragraph 9.02 of the Rules for the Bexar County Sheriff's Civil Service Commission:

- G. Disturbance – Fighting or otherwise disrupting the harmonious relations between employees during normal duty hours or while in uniform.**
- O. Conduct or action that would seriously impair job effectiveness**

In addition to violation of the following sections of the Bexar County Sheriff's Office Manual of Policy & Procedure(s):

- 5.05 Harmony and Cooperation**
- 5.07 Derogatory Remarks**
- 5.24 Conduct Unbecoming an Officer**
- 6.17 Absence from Assignment**

**The specific reason(s) for this action:** On December 4, 2018 at approximately 0630 hours, you departed your assigned duty area and approached SERT Deputy Reyes, Desiree #4454, who was assigned to Medical Security, about an issue that had previously occurred. You accused Officer Reyes of talking about your personal life. The confrontation escalated into a loud verbal altercation between the two of you. This situation caused several officers to intervene, and you were escorted out of Medical Security by SERT Officer Cantu, Joe #1066. Officer Mireles, Maria #1418 observed the confrontation from her assigned post which was Infirmary, and called out to Officer Reyes in attempts to deescalate the situation. Officer Cantu states he had to escort you out due to the heated disagreement, and states you had been asked by Officer Reyes several times to leave the area, which you failed to do until Officer Joe Cantu escorted you out.

**The corrective action required:** In the future, you shall act professionally when carrying out your duties as an officer. If you feel you are being harassed or targeted, you shall immediately contact your supervisor and advise them of the situation. Specifically you shall comply with section **5.05 – Harmony & Cooperation** of the Sheriff's Office Manual of Policy & Procedure which states in part "Employees shall conduct themselves in a manner that will foster the greatest harmony and cooperation between each other

....." as well as section 5.07 - **Derogatory Remarks** which states in part "Employees ... shall not speak critically nor in a derogatory manner to other employees ...." Lastly, you shall comply with section 6.17 - **Absence from Assignment** which states in part "Employees of the BCSO shall not leave their assigned area of responsibility or duty ..." unless on official business or after being properly relieved. Be advised that persistence in the behavior, which resulted in this Order of Suspension, may result in more serious disciplinary action, including dismissal from the Sheriff's Office.


A grievance hearing was held in my office.

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

Deputy Chief Avery Walker, Adult detention Bureau  
Laura Milam, HR Technician  
Claudia Herrera, HR Technician  
Deputy Erin Contero, Grievant  
Morris Munoz, CLEAT Attorney

I offered to remove one violation, if you accepted the 5 day suspension. You declined my offer. Therefore I am moving forward with this Order of Suspension.

You are advised that you may grieve this Order of Suspension, in writing, to Sheriff's level or designee within ten (10) business days of the receipt of this document. Send copies of your grievance to: 1) Civil Service Commission at 211 S. Flores, San Antonio, Texas, 78204; 2) Sheriff's Office Human Resources. Any further information regarding your Civil Service rights may be obtained at the Civil Service Office by calling (210) 335-0728.

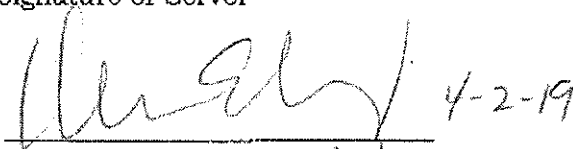
  
Deputy Chief Avery Walker  
Adult Detention Bureau

The foregoing document was served to Deputy Erin Contero on April 1<sup>st</sup>, 2019 by:

\_\_\_\_\_  
Printed Name of Server

\_\_\_\_\_  
Signature of Server

I acknowledge receipt of this Document:

  
\_\_\_\_\_  
Signature of Employee Attorney

Original: HR File Copy: 1) Employee/Attorney 2) Section File 3) HR Technician