



Jim Cooper
Sheriff

SACRAMENTO SHERIFF'S OFFICE

Final Order of Discipline

To: DEPUTY SHERIFF ANTERO REYES
Main Jail Division

From: JIM COOPER, SHERIFF

Subject: DISCIPLINARY ACTION – SUSPENSION WITHOUT PAY AND TWO YEAR ASSIGNMENT TO CORRECTIONAL SERVICES

A copy of a Notice of Proposed Disciplinary Action was served on you. In the Notice, you were advised a recommendation was made that you be suspended without pay from your position as Deputy Sheriff for a period of 40 hours and remain in a Correctional Services assignment for a period of no less than two years from the imposition of Final Order of Discipline.

You were advised you had the right to request a Skelly hearing. You chose to forfeit that right and accept your discipline as proposed. I have considered the matters set forth in the Notice and agree with the recommendation.

THEREFORE, YOU ARE HEREBY NOTIFIED that you are suspended without pay from your position as a Deputy Sheriff for a period of 40 hours and must remain in a Correctional Services assignment for a period of no less than two years. This action is being taken against you for cause (Agreement Between the County of Sacramento and the Sacramento County Deputy Sheriffs' Association Section(s) 18.5). The specific facts upon which this action is based are as follows:

That on or about March 30, 2023, the Sacramento County Sheriff's Office Internal Affairs Bureau received an investigative request from Main Jail Commander, Captain Vanessa Vaden. The request alleged, you engaged in discourteous treatment during an interaction with inmate PC 832.7 (b)(6)(B)

Subsequently, this discourteous treatment escalated a verbal interaction into a physical use of force.

This constitutes the following disciplinary violations:

ALLEGATION I: That you violated the Agreement Between the County of Sacramento and the Sacramento County Deputy Sheriffs' Association Section 18.5 (k) (Discourteous Treatment of the Public), General Order 3/09-Rules of Conduct, General Order 2/11 Use of Force, and Main Jail Operations Order 2/01-Use of Force.

Materials upon which this Disciplinary Action is based are included in case file 2023PSB-0170, and are incorporated herein by reference. By reason of the foregoing, the disciplinary action taken against you is deemed appropriate.

YOU ARE FURTHER ADVISED of the terms of section 18.8(a) of your labor agreement which states: "The employee who is subject to the disciplinary action or his/her representative shall have the right to file an appeal of the disciplinary action, within fifteen (15) calendar days after receiving the order of disciplinary action, by filing a written notice of appeal with the Director of Labor Relations. The notice of appeal shall contain the name and address of the person to whom all written communication regarding this appeal shall be sent." Written notice of appeal shall be addressed to the Office of Labor Relations at 700 H Street, Suite 7650, Sacramento, CA 95814.

If an appeal is not filed in writing within the specified fifteen-day period, the personnel action of this Order shall be final.

DATED: 7/26/23



JIM COOPER, SHERIFF
COUNTY OF SACRAMENTO

cc: Sacramento County Director of Labor Relations

AFFIDAVIT OF SERVICE

I, Vanessa Vaden, do hereby declare:

1. I am employed in the position of SHERIFF CAPTAIN with the Sacramento County Sheriff's Office.

2. On August 9th, 2023, at approximately 2030 a.m./p.m.
at 651 I st. SACTO (location) I personally served a copy of the attached "Final Order" upon ANTERO REYES, by handing such a copy to him/her.

3. I declare under penalty of perjury that the foregoing is true and correct.

Executed on August 9th, 2023, at SACRAMENTO California.

Vanessa Vaden
(Signature)

UPON SERVICE RETURN AFFIDAVIT TO PROFESSIONAL STANDARDS