



# Webb County Deputy Sheriffs' Association

P.O. Box 1636  
Laredo, TX 78040  
(956) 251-7722

6-16-23

To: Webb County Commissioners Court  
Webb County Attorney Jorge Treviño  
902, Victoria  
Laredo, TX 78040

RE: **Multiple Grievances**

Greetings,

In accordance with Article X "Maintenance of Standards" and Appendix E "Wage Table" of the Webb County Deputy Sheriffs' Association Bargaining Agreement (CBA) the association submits this grievance for review. It is our position that the following Deputies are not being paid according to the pay scale stated in our contract.

**Deputy Victor Gutierrez #9803 Grievance #2023-0001**

Current Pay Step "Deputy 2" (\$30.00) Correct Pay Step "Deputy 3" (\$31.34)

**Deputy Efrain Gracia #10512 Grievance #2023-0002**

Current Pay Step "Deputy 1" (\$28.44) Correct Pay Step "Deputy 2" (\$30.00)

**Deputy Luis Martinez #9036 Grievance #2023-0003**

Current Pay Step "Deputy 3" (\$31.34) Correct Pay Step "Deputy 4" (\$33.05)

**Deputy Victor Salinas #8797 Grievance #2023-0004**

Current Pay Step "Deputy 3" (\$31.34) Correct Pay Step "Deputy 4" (\$33.05)/2022

It is our position that the County has violated Article X "MAINTENANCE OF STANDARDS" and Appendix E "Wage Table" of the CBA by excluding these Deputies from enjoying their appropriate pay. The Association requests that these Deputies have their pay adjusted accordingly and be provided with retroactive pay on regular and overtime salary from October 1<sup>st</sup>, 2022 to present.

(See page 2)

In accordance with Appendix C-2 “Annual Leave Buy Back Application” our Association submits the following grievances.

Officer Luis Rodriguez #3199 Grievance #2023-0005

Officer Jose Gabriel Esquinca #7171 Grievance #2023-0006

These officers submitted their Annual Leave Buy Back Application in a timely manner according to CBA guidelines. Their application was denied, and they have not been paid out accordingly. We respectfully request that these officers be paid their buy back amount.

Thank you for your attention to these matters.

Sergeant Enrique Longoria

President- W.C.D.S.A.