

Officer Crystal Estrada, #0071  
San Antonio Police Department  
San Antonio, Texas

Fire Fighters' and Police Officers' Civil Service Commission  
111 Soledad, Suite 123  
San Antonio, Texas 78205

Commissioners and Officer Crystal Estrada:

Under and by virtue of the authority vested in me by Title 5, Subtitle A, Chapter 143 of the Local Government Code, V.T.C.S., said chapter entitled "Municipal Civil Service", I do hereby suspend Officer Crystal Estrada from paid duty with the San Antonio Police Department for a period of one calendar day, commencing on January 9, 2016, and ending on January 9, 2016.

Officer Estrada has violated Subsection C of Rule XIII of the City of San Antonio Fire Fighters' and Police Officers' Civil Service Commission Rules, said rules having been adopted on February 23, 1998, and thereafter from time to time amended, by the Fire Fighters' and Police Officers' Civil Service Commission as the Civil Service Rules for the Fire and Police Departments of the City of San Antonio. The particular civil service rule violated by Officer Estrada and ground for suspension is as follows:

- (12) Violation of an applicable fire or police department rule or special order.

The Rules and Regulations of the San Antonio Police Department which Officer Estrada has violated are as follows:

RULE 3.18 CITY EQUIPMENT/PROPERTY: (A) IMPROPER OR NEGLIGENT HANDLING: Improper or negligent handling of any city property or willful damage to city property is prohibited.

The factual basis for the instant disciplinary suspension is as follows:

On or about October 14, 2015, at approximately 6:34 p.m., while on duty and operating a city-owned vehicle in the 800 block of N.E. Loop 410, Officer Crystal Estrada negligently ran over a pedestrian's foot.

The level of this suspension is based upon Officer Estrada's cumulative point total for this accident and other chargeable accidents within the twenty-four month period prior to this accident as per Procedure 303.17 of the San Antonio Police Department General Manual.

A copy of the instant disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

  
WILLIAM P. MCMANUS, CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

DEC 22 2015  
DATE

2016 JAN -6 AM 9:45

On this 23 day of DECEMBER, 2015, I hereby acknowledge receipt of the original of the foregoing one-day suspension. I acknowledge having received notification that I have fifteen days from the date of receipt of this suspension during which to file a written appeal of this suspension with the Personnel Director of the City of San Antonio requesting either arbitration or the hearing of my appeal by the Fire Fighters' and Police Officers' Civil Service Commission. I acknowledge that I have been informed that if I appeal to a hearing examiner/arbitrator, I waive all rights to appeal to a district court except as provided by subsection 143.057(j) of the Texas Local Government Code. I also acknowledge that I have been informed that my right to appeal the decision of a hearing examiner/arbitrator to district court pursuant to section 143.057 of the Texas Local Government Code may have been modified by the provisions of article 28 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association.

Crystal Estrada #0071  
OFFICER CRYSTAL ESTRADA, #0071  
SAN ANTONIO POLICE DEPARTMENT

12/23, 2015 1502  
DATE TIME

WITNESSED BY:

[Signature] DATE: 12/23/15 TIME: 1505  
[Signature] 3160 DATE: 12/23/2015 TIME: 1505

FILED on this the 6th day of January, 2016, with the Fire Fighters' and Police Officers' Civil Service Commission.

[Signature]  
for  
DIRECTOR, FIRE FIGHTERS' AND POLICE  
OFFICERS' CIVIL SERVICE COMMISSION

2016 JAN -6 AM 9:45