

Officer Joshua A. Knowles, #0991
San Antonio Police Department
San Antonio, Texas

CITY OF
SAN ANTONIO HR
DEC5 '18 10:50AM

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

AGREED SUSPENSION

Commissioners and Officer Joshua A. Knowles:

WHEREAS, Officer Joshua A. Knowles, pursuant to Article XXVIII, Section 2 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association, was served on November 11, 2018, with a forty-five-day contemplated suspension; and

WHEREAS, pursuant to said contract, Officer Knowles was given an opportunity to rebut those charges being brought against him to Police Chief William P. McManus; and

WHEREAS, said opportunity was exercised by Officer Knowles; and

WHEREAS, Officer Knowles and Chief McManus have agreed to reduce the discipline in this matter to a twenty-seven-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Knowles shall be suspended without pay from the San Antonio Police Department for a period of twenty-seven days, commencing on January 4, 2019, and ending on January 30, 2019. Officer Knowles waives any rights to appeal this Agreed Suspension and agrees no administrative or judicial body shall have power to review this Agreed Suspension or alter the terms of this agreement.

Officer Knowles 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 rules violated by Officer Knowles and grounds for suspension are as follows:

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

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

LEGAL ADVISOR'S OFFICE

NOV 30 2018

SAN ANTONIO POLICE DEPARTMENT

RULE 3.04 – RESPONSIBILITY TO SERVE THE PUBLIC (B) COURTESY: Members shall at all times be courteous, kind, patient, and respectful in dealing with the public, and shall strive to merit the esteem of all law abiding citizens by an impartial discharge of their official duties.

RULE 3.04 – RESPONSIBILITY TO SERVE THE PUBLIC (C) CONDUCT AND BEHAVIOR (A) Members, on- or off-duty, shall be governed by the ordinary and reasonable rules of good conduct and behavior, and shall not commit any act tending to bring reproach or discredit on themselves or the department.

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

On June 17, 2018, at approximately 10:30 p.m., Officer Joshua A. Knowles, #0991 (SPT) conducted a traffic stop and arrested Mr. Deric Harris at Kennedy Hill and S.E. Military Drive. Officer Knowles requested identification from Mr. Harris, which he failed to provide. It is alleged by the administration that Officer Knowles was not courteous or patient with Mr. Harris when he stated, “This will go one of two ways. One you’re a hard ass and I rip you out of your car. Or two, you give me your ID.” Referred to SAPD18127514.

While reviewing BWC (Body Worn Camera) footage during the investigation of a complaint filed by Mr. Deric Harris, it was discovered on June 17, 2018 at approximately 10:00 p.m., Officer Joshua A. Knowles, #0991 (SPT) responded to a call for service in the 2500 block of S.E. Military Drive for a large number of people gathering in the parking lots. Upon his arrival, Officer Knowles was next to another officer who called one unidentified subject a “faggot,” then told him to “get the fuck out.” When the officer was questioned about his comment, Officer Knowles responded “What the fuck are you gonna do?” and threatened to arrest the subject if he did not leave. The Administration alleges Officer Knowles’s actions and words did not conform to the ordinary and reasonable rules of good conduct and behavior and/or brought reproach and discredit on himself and the San Antonio Police Department. Referred to SAPD-2018-0674218.

On June 17, 2018 at approximately 10:30 p.m., Officer Joshua A. Knowles, #0991 (SPT) conducted a traffic stop on Mr. Deric Harris at Kennedy Hill and S.E. Military Drive, where Mr. Harris was subsequently removed from his vehicle and placed under arrest. After Mr. Harris was handcuffed, Officer Knowles can be

heard on his body worn camera engaging in an unnecessary verbal exchange with Mr. Harris, making the following comments:

- "That's your fucking problem, you don't listen."
- "are you going to jail for that, then why are you even bringing that shit up?"
- "and guess what I did, I ripped you out of your car."
- "you're hard headed and now look, now you're going to learn."
- "He's soft headed now."
- "We going to do it round two I guess, that's fine with me, anytime you want, let me know."
- "sure don't, I don't need a badge, do the same thing."
- "I don't care what you want, clearly I bet you didn't want this but look what you got."

The Administration alleges Officer Knowles was not courteous, kind, patient or respectful when he engaged in a verbal exchange with Mr. Harris. Referred to SAPD18127514.

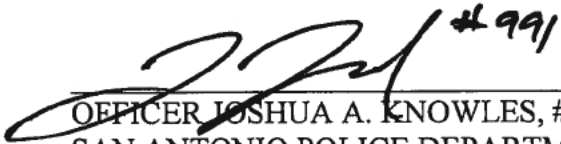
A copy of the instant disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

AGREED TO BY: WILLIAM P. MCMANUS NOV 29 2018
 WILLIAM P. MCMANUS DATE
 CHIEF OF POLICE
 SAN ANTONIO POLICE DEPARTMENT

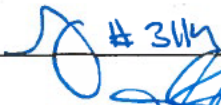
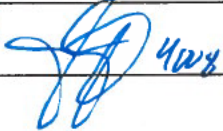
JOSHUA A. KNOWLES #0991 11-29, 2018 1603
 OFFICER JOSHUA A. KNOWLES, #0991 DATE TIME
 SAN ANTONIO POLICE DEPARTMENT

I hereby acknowledge receipt of the original of the foregoing Agreed 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 current Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association. I further acknowledge that in light of my entry into this Agreed

Suspension, I shall have no right to appeal said suspension nor will any administrative or judicial body have power to review same or alter its terms. I do hereby waive any and all rights to appeal said suspension and no administrative or judicial body shall have power to review same or alter its terms.

 #991
OFFICER JOSHUA A. KNOWLES, #0991
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

 # 3114 TIME: 1603 DATE: 11/29/18
 # 4028 TIME: 1603 DATE: 11/29/18

FILED on this the 5th day of Dec., 2018, with the Fire
Fighters' and Police Officers' Civil Service Commission.

 (for)
DIRECTOR, FIRE FIGHTERS' AND POLICE
OFFICERS' CIVIL SERVICE COMMISSION

CITY OF
SAN ANTONIO HR
DECS '18 10:50AM

CITY OF SAN ANTONIO
NOTICE OF SUSPENSION


CITY OF
SAN ANTONIO HR
DEC5 '18 10:50AM

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Joshua A. Knowles, #0991

UNIT OF ASSIGNMENT: SPT

JOB CLASS NO. AND DEPARTMENT: 0600 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	11	29	18	01	04	19	01	30	19

NARRATIVE REMARKS: Agreed Twenty-Seven-Day Suspension

AUTHORITY: Written Order of the Chief of Police


EMPLOYEE

11-29-2018
DATE


DEPARTMENT HEAD

NOV 29 2018
DATE

LEGAL ADVISOR'S OFFICE

NOV 30 2018

DEPARTMENT