

Detective James D. Furr, #2322  
San Antonio Police Department  
San Antonio, Texas

2015 FEB -5 PM 1:32

LEGAL ADVISOR, D.F.C.  
FEB 04 2015  
CITY ATTORNEY'S OFFICE  
SAN ANTONIO, TEXAS

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

Commissioners and Detective James D. Furr:

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 Detective James D. Furr from paid duty with the San Antonio Police Department, indefinitely, without pay, from his position as an officer of the San Antonio Police Department, effective immediately.

Detective Furr 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 Detective Furr 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 Detective Furr has violated are as follows:

**RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC:** Members shall serve the public through direction, counseling, assistance, and protection of life and property. Members shall also respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment. (C) **CONDUCT AND BEHAVIOR:** Members, on-duty 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.

**RULE 3.11 - USE OF INTOXICANTS (B) INTOXICATION:** Members shall not at any time be intoxicated while on-duty. Members shall not be intoxicated while in public view. No member, while off-duty, shall drink intoxicating beverages to an extent which renders him unfit to report for duty.

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

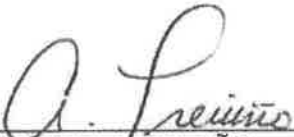
On or about May 31, 2013, Detective James D. Furr, while off duty, became intoxicated by drinking numerous alcoholic beverages and then drove a motor vehicle from [REDACTED] home in Universal City, Texas to Kyle, Texas. Detective Furr pulled into a convenience store parking lot in Kyle, which is in Hays County and parked his vehicle in front of the store.

When he exited his vehicle, he struck another vehicle with his driver's door. Detective Furr got out of his vehicle and went inside the store. When Detective Furr exited the store a short time later, he got into his vehicle and began backing out of his parking space when he struck a vehicle that was parked to his right.

The Kyle Police Department received a call for service at the convenience store and upon their officer's arrival and subsequent tests performed on Detective Furr, he was arrested for Driving While Intoxicated and booked into the Hays County Jail. It was later determined by blood test that Detective Furr's blood alcohol content was .291 grams of alcohol per 100 milliliters of blood. Detective Furr drove a motor vehicle on May 31, 2013, while intoxicated and after he had become too intoxicated to report for duty.

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

Following separation from the Department, the training requirements to maintain an officer's peace officer's license for the current training cycle and unit are that officer's responsibility. An officer should refer to the TCOLE website <http://www.tcole.texas.gov/content/training-requirements> for further information and to establish a TCOLE account to review current training records.

  
\_\_\_\_\_  
ANTHONY L. TREVINO, JR., CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

2/4/15  
\_\_\_\_\_  
DATE

On this 4<sup>th</sup> day of Feb, 2015, I hereby acknowledge receipt of the original of the foregoing indefinite 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

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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.

James D. Furr  
DETECTIVE JAMES D. FURR, #2322  
SAN ANTONIO POLICE DEPARTMENT

2/4, 2015 14:00  
DATE TIME

WITNESSED BY:

[Signature] DATE: 2/4/15 TIME: 1401  
[Signature] DATE: 02/04/15 TIME: 1401

FILED on this the 05 day of February, 2015, with the Fire Fighters' and Police Officers' Civil Service Commission.

Glenn J. Ramirez  
DIRECTOR, FIRE FIGHTERS' AND POLICE  
OFFICERS' CIVIL SERVICE COMMISSION

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