

Officer Erica O. Ceja, #0194  
San Antonio Police Department  
San Antonio, Texas

LEGAL ADVISORY  
MAR 20 2014  
CITY ATTORNEY'S OFFICE  
SAN ANTONIO, TEXAS

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

### AGREED SUSPENSION

Gentlemen and Officer Erica O. Ceja:

**WHEREAS**, Officer Erica O. Ceja, pursuant to Article XXVII, 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 February 6, 2014, with a one-day contemplated suspension; and

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

**WHEREAS**, said opportunity was exercised by Officer Ceja; and

**WHEREAS**, Officer Ceja and Chief McManus have agreed that the discipline in this matter shall be a one-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Ceja shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on April 10, 2014, and ending on April 10, 2014. Should Officer Ceja not be involved in a chargeable traffic accident in the year following the date of February 27, 2014, upon application by Officer Ceja and approval by the Chief of Police, this suspension shall be reduced to a written reprimand, and one day's pay and benefits will be returned to Officer Ceja. Officer Ceja 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 Ceja 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 Ceja and grounds for suspension are as follows:

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

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The Rules and Regulations and Procedures of the San Antonio Police Department which Officer Ceja 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.

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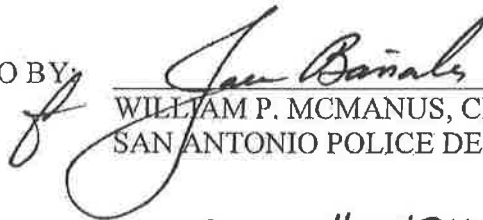
The factual basis for the instant disciplinary suspension is as follows:

On or about October 28, 2013, at approximately 1:13 a.m., while on duty and operating a city-owned vehicle in the 1300 block of W. Martin Street, Officer Erica O. Ceja negligently struck a metal light pole.

The level of this suspension is based upon Officer Ceja's cumulative point total for this accident and other chargeable accidents within the twenty-four month period prior to this accident as per Procedure 303.16 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.

AGREED TO BY:



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

03/07/14  
DATE

ECJ #0194  
OFFICER ERICA O. CEJA, #0194  
SAN ANTONIO POLICE DEPARTMENT

3,18, 2014 1049  
DATE TIME

On this 18<sup>th</sup> day of March, 2014, 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 the instant 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.

E. O. #0194  
OFFICER ERICA O. CEJA, #0194  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

B. P. 3237 TIME: 1700 DATE: 3-18-14  
LA 1A 4027 TIME: 1700 DATE: 3-18-14

FILED on this the 18<sup>th</sup> 21<sup>st</sup> day of March, 2014, with the Fire  
Fighters' and Police Officers' Civil Service Commission.

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

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