

Officer Jose Arzola III, #1502  
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 Jose Arzola III:

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 Jose Arzola III 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.

Officer Arzola 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 Arzola 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 Arzola has violated are as follows:

PROCEDURE 924 - MANDATORY DRUG TESTING PROGRAM (11) MANDATORY DRUG TEST RESULTS (B)  
Any officer having a confirmed positive drug test result will be processed for disciplinary action in accordance with GM Procedure 303, Disciplinary Procedures. Disciplinary action could include a recommendation for an officer's termination.

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

On or about November 18, 2014, Officer Jose Arzola III was ordered by the Chief of Police to submit to a mandatory drug test in accordance with the Collective Bargaining Agreement between the City of San Antonio and the San Antonio Police Officers' Association, and the SAPD General Manual Procedure, 924-Mandatory Drug Testing Program. The urine specimen obtained from Officer Arzola was found to contain a concentration of the marijuana metabolite of 42 ng/ml, which is above the confirmation level of 15 ng/ml. Officer Arzola's drug test was therefore positive for the marijuana metabolite.

LEGAL ADVISOR OFC.  
MAR 09 2015  
CITY ATTORNEY'S OFFICE  
SAN ANTONIO, TEXAS

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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.

A. Treviño  
ANTHONY L. TREVIÑO, JR., CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

3/9/15  
DATE

On this 9 day of March, 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 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.

Jose Arzola III  
OFFICER JOSE ARZOLA III, #1502  
SAN ANTONIO POLICE DEPARTMENT

3 - 9, 2015 10:45 AM  
DATE TIME

WITNESSED BY:

[Signature] 5023  
[Signature] 3280

DATE: 3/9/15 TIME: 1045

DATE: 3/9/15 TIME: 1045

RECEIVED  
CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPT  
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FILED on this the 10 day of March, 2015, with the Fire Fighters' and Police Officers' Civil Service Commission.

Gloria Ramirez  
DIRECTOR, FIRE FIGHTERS' AND POLICE  
OFFICERS' CIVIL SERVICE COMMISSION