

Officer Charles Blackden, #0276
San Antonio Police Department
San Antonio, Texas

DEC 16 AM 10:30

DEC 15 2015

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

AGREED SUSPENSION

Commissioners and Officer Charles Blackden:

WHEREAS, Officer Charles Blackden, 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 17, 2015, with a one-day contemplated suspension; and

WHEREAS, pursuant to said contract, Officer Blackden 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 Blackden; and

WHEREAS, Officer Blackden and his captain, Adolfo Zuniga, have agreed and Chief McManus has approved of settling this matter with a one-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Blackden shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on January 5, 2016, and ending on January 5, 2016. Officer Blackden 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 Blackden 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 Blackden 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 Blackden 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. (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.

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

On or about October 27, 2015, Officer Charles Blackden stopped the complainant for not yielding or stopping while exiting a private driveway and crossing directly into the path of Officer Blackden's police vehicle. The Coban video clearly shows Officer Blackden's confrontational and unprofessional demeanor during the duration of the stop. During the initial contact with the complainant, Officer Blackden stated, "something you got to say." When the complainant said, "no," Officer Blackden replied, "just because it's me, now you don't." Officer Blackden continued his disrespectful remarks by adding, "don't feel so tough now do we" and "had I been someone else it would have really sucked if I pulled out a gun and shot you instead." The complainant remained extremely calm during the entire encounter even though Officer Blackden was repeatedly unprofessional towards him.

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UNION REPRESENTATIVES
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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.

AGREED TO BY:

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

DEC 10 2015

DATE

Charles Blackden
OFFICER CHARLES BLACKDEN, #0276
SAN ANTONIO POLICE DEPARTMENT

12-15-2015 0800
DATE TIME

On this 15 day of December, 2015, 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.

Charles A. Blackden

OFFICER CHARLES BLACKDEN, #0276
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

[Signature] #3053 *Pedro* TIME: 0800 DATE: 12-15-15
R. Gonz 3230 TIME: 0800 DATE: 12/15/15

FILED on this the 11th day of December, 2015, with the Fire Fighters' and Police Officers' Civil Service Commission.

Gloria E. Ramirez

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

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