

Officer Heidi L. Cruz, #0945  
San Antonio Police Department  
San Antonio, Texas

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

DISCIPLINARY ACTION  
LEGAL ADVISOR CFC  
DEC 03 2014  
CITY ATTORNEY'S OFFICE  
SAN ANTONIO, TEXAS

### AGREED SUSPENSION

Commissioners and Officer Heidi L. Cruz:

**WHEREAS**, Officer Heidi L. Cruz, 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 October 23, 2014, with a ten-day contemplated suspension; and

**WHEREAS**, pursuant to said contract, Officer Cruz 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 Cruz; and

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

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Cruz shall be suspended without pay from the San Antonio Police Department for a period of ten days, commencing on December 11, 2014, and ending on December 20, 2014. Should Officer Cruz not be involved in a chargeable traffic accident in the year following November 17, 2014, upon application by Officer Cruz within two weeks of such date, and approval by the Chief of Police, this suspension shall be reduced to a five-day suspension, and five days' pay and benefits will be returned to Officer Cruz. Officer Cruz 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 Cruz 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 Cruz 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 Cruz 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.

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

On or about August 2, 2014, at approximately 9:43 p.m., while on duty and operating a city-owned vehicle at the intersection of W. Commerce Street and N. Zarzamora Street, Officer Heidi L. Cruz negligently collided with a vehicle.

The level of this suspension is based upon Officer Cruz'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  
WILLIAM P. MCMANUS, CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

NOV 24 2014  
DATE

Heidi Cruz 0945  
OFFICER HEIDI L. CRUZ, #0945  
SAN ANTONIO POLICE DEPARTMENT

11/27, 2014  
DATE TIME

On this 27 day of November, 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

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DISCIPLINARY ACTIONS

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.

Heidi Cruz 0945  
OFFICER HEIDI L. CRUZ, #0945  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

B. Smith  
#4007

TIME: 1741 DATE: 11-27-14

TIME: 1741 DATE: 11-27-14

FILED on this the 4th day of December, 2014, with the Fire  
Fighters' and Police Officers' Civil Service Commission.

for Frank Cruz  
DIRECTOR, FIRE FIGHTERS' AND POLICE  
OFFICERS' CIVIL SERVICE COMMISSION

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