

Officer Jesus Ramos, #1609  
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 Jesus Ramos:

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 Jesus Ramos 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 Ramos 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 Ramos 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 Ramos has violated are as follows:

RULE 3.03 - OBEY LAWFUL ORDERS: Members shall promptly and willingly obey all lawful orders and directions given by supervisory officers and shall comply with instructions given by the police dispatcher. (A) INSUBORDINATION: Defying the authority of any supervisory officer by obvious disrespect, disputing orders, failure and/or deliberate refusal to obey any lawful order given by them shall be deemed insubordination.

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-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.

LOCAL GOVERNMENT CODE  
FEB 03 2016  
2016 FEB - 9 PM 12:08  
SAN ANTONIO POLICE DEPARTMENT

RULE 3.10 - CURRENT ADDRESS AND TELEPHONE: All members shall report to their immediate supervisor and to the Administrative Services, on any change of address and/or telephone number within two working days. Members shall have a working telephone available to them. Members may rely on a mobile phone as a means of being contacted for departmental, standby and/or call-back purposes.

PROCEDURE 905 - OFF-DUTY AND OUTSIDE EMPLOYMENT (.05) OUTSIDE EMPLOYMENT (D) Employment Permit (1) Officers who wish to engage in outside employment must first submit an Employment Permit in the SAPD Off-Duty Work Permit System. The SAPD Off-Duty Work Permit System may be accessed in SAPDWeb, then choose Databases/Systems, then SAPD. The system may also be accessed through www.sanantonio.gov, then Telecommuting (at the bottom of the page), then SAPD Off-Duty Work Permits. Forward all permits through the chain-of-command to the Chief of Staff.

RECEIVED  
CITY OF SAN ANTONIO  
2016 FEB -9 PM 12:15

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

On or about June 8, 2015, Officer Jesus Ramos made a Hit and Run accident report to the San Antonio Police Department involving his personal vehicle. It was later determined that the Hit and Run accident had never actually occurred and that Officer Ramos had made a false report to the police, resulting in criminal charges being filed against Officer Ramos. Officer Ramos brought reproach and discredit upon himself and on the San Antonio Police Department when he made that false report.

On or about October 29, 2015, Officer Jesus Ramos was issued a written order in the form of an Interoffice Correspondence from Deputy Chief Janae Florance placing Officer Ramos on Administrative Duty. In that order, Officer Ramos was advised he was specifically prohibited from engaging in any off-duty or outside employment which required either the wearing of a police uniform or an extension of police service. Officer Ramos performed outside employment at the [REDACTED] Apartment Homes located at [REDACTED] as a Courtesy Officer after the date he was placed on Administrative Duty and deliberately disobeyed Deputy Chief Florance's order.

During the course of the formal Internal Affairs investigation into Officer Ramos' actions, it was also learned that Officer Jesus Ramos lived at the [REDACTED] Apartment Homes located at [REDACTED]

[redacted] from August 8, 2014 to at least November 12, 2015, but did not report the change of his address to his immediate supervisor or the SAPD Administrative Services Division.

During the course of a formal Internal Affairs investigation, it was also learned that Officer Jesus Ramos engaged in off-duty employment as a Courtesy Officer at the [redacted] Apartment Homes located at [redacted] from August, 2014 to at least November 12, 2015. Officer Ramos had not submitted an Employment Permit and/or received an approved Employment Permit to engage in his off-duty employment at the [redacted] Apartment Homes located at [redacted]

On or about December 17, 2015, Officer Jesus Ramos was at the Internal Affairs Office located at 800 Dolorosa Street, Suite #402. After reviewing material pertaining to an Administrative Investigation in which Officer Ramos was a Respondent, Officer Ramos was ordered by Sergeant James Jones, both verbally and in writing to answer any and all questions regarding any aspect of that case, to which he was insubordinate and refused to obey the direct order.

RECEIVED  
CITY OF SAN ANTONIO  
INTERNAL AFFAIRS  
2016 FEB -8 PM 12:16

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.

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

FEB 04 2016  
DATE

On this 5 day of FEBRUARY, 2016, 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.

  
\_\_\_\_\_  
OFFICER JESUS RAMOS, #1609  
SAN ANTONIO POLICE DEPARTMENT

2/5, 2016 1244  
DATE TIME

WITNESSED BY:

Anthony Spaves 3032 DATE: 2/5/16 TIME: 1244

Carmelo Vecchione 3175 DATE: 2/5/16 TIME: 1244

FILED on this the 8th day of February, 2016, with the Fire Fighters' and Police Officers' Civil Service Commission.

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

2016 FEB - 8 PM 12:16

FILED  
FEB 8 2016  
SAN ANTONIO  
POLICE OFFICERS' CIVIL SERVICE COMMISSION