

Officer Randy L. Coffman, #1246  
San Antonio Police Department  
San Antonio, Texas

RECEIVED  
CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPT

2016 OCT 18 PM 2:49

LEGAL ADVISOR'S OFFICE  
OCT 17 2016  
SAN ANTONIO POLICE DEPARTMENT

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

### AGREED SUSPENSION

Commissioners and Officer Randy L. Coffman:

**WHEREAS**, Officer Randy L. Coffman, 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 September 18, 2016, with a one-day contemplated suspension; and

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

**WHEREAS**, Officer Coffman and his captain, Laura Andersen, 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 Coffman shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on October 20, 2016, and ending on October 20, 2016. Officer Coffman 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 Coffman 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 Coffman 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 Coffman has violated are as follows:

PROCEDURE 403 – COMMUNICATIONS (.09) RESPONSIBILITIES  
(B) Uniform Personnel (2) Continuously monitors assigned frequencies and promptly responds when called by the dispatcher throughout the tour of duty.

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

On or about August 20, 2016, at approximately 9:00 p.m., Officer Randy L. Coffman failed to respond to an emergency request for cover from officers who were a short distance away, opting instead to remain on a low priority "fireworks" call. An administrative investigation into the incident revealed that Officer Coffman failed to hear the dispatcher's emergency request for additional officers.

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

10-10-16  
DATE

R. Coffman #1246  
OFFICER RANDY L. COFFMAN, #1246  
SAN ANTONIO POLICE DEPARTMENT

10-16-2016 1:39  
DATE TIME

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.

R. Coffman #1246  
OFFICER RANDY L. COFFMAN, #1246  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

2147 #3256  
7-1-17 3124

TIME: 1736 Hrs DATE: 10/16/16

TIME: 1736 DATE: 10-16-16

FILED on this the 18<sup>th</sup> day of Oct., 2016, with the Fire Fighters' and Police Officers' Civil Service Commission.

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