

Officer Steven E. Howard, #0932
San Antonio Police Department
San Antonio, Texas

2016 JUL 28 AM 10:10

LEGAL ADVISOR'S OFFICE
JUL 27 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 Steven E. Howard:

WHEREAS, Officer Steven E. Howard, 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 July 7, 2016, with a one-day contemplated suspension; and

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

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

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Howard shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on August 8, 2016, and ending on August 8, 2016. Should Officer Howard not be involved in a chargeable traffic accident before March 31, 2017, upon application by Officer Howard within two weeks of such date, and approval by the Chief of Police, this suspension shall be reduced to a written reprimand, and one day's pay and benefits will be returned to Officer Howard. Officer Howard 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 Howard 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 Howard 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 Howard 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. AM 10:10

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

On or about April 6, 2016, at approximately 6:45 p.m., while on duty and operating a city-owned vehicle in the 8900 block of W. Military Drive, Officer Steven E. Howard negligently struck a vehicle.

The level of this suspension is based upon Officer Howard's cumulative point total for this accident and other chargeable accidents within the twenty-four month period prior to this accident as per Procedure 303.17 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 JUL 25 2016
 WILLIAM P. MCMANUS DATE
 CHIEF OF POLICE
 SAN ANTONIO POLICE DEPARTMENT

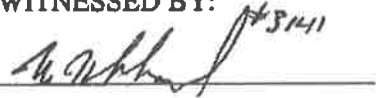
Steven E. Howard 07.26, 2016 1355
 OFFICER STEVEN E. HOWARD, #0932 DATE TIME
 SAN ANTONIO POLICE DEPARTMENT


On this 26 day of July, 2016, 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.


OFFICER STEVEN E. HOWARD, #0932
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

 TIME: 1355 DATE: 7-26-16

 TIME: 1350 DATE: 072616

FILED on this the 28th day of July, 2016, with the Fire
Fighters' and Police Officers' Civil Service Commission.


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

2016 JUL 28 AM 10:10