

Officer Grady Coleman, #1378  
San Antonio Police Department  
San Antonio, Texas

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HUMAN RESOURCES DEPT  
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LEGAL ADVISOR'S OFFICE  
APR 17 2017  
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 Grady Coleman:

**WHEREAS**, Officer Grady Coleman, 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 March 26, 2017, with a one-day contemplated suspension; and

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

**WHEREAS**, Officer Coleman and his acting captain, Lieutenant Gus Diaz, 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 Coleman shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on April 26, 2017, and ending on April 26, 2017. Officer Coleman 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 Coleman 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 Coleman 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 Coleman has violated are as follows:

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RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC (A)  
IMPARTIAL ATTITUDE: Members, while being vigorous and unrelenting in the enforcement of the law, must maintain an impartial attitude toward complainants and violators. Members shall, at all times, consider it their responsibility to be of service to anyone who may be in danger or distress, regardless of race, color, creed, gender, or national origin.

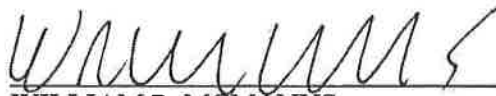
PROCEDURE 409 - MOBILE VIDEO RECORDING (.05)  
START UP (A) Officers inspect and functionally test mobile video recording equipment in their assigned vehicle at the beginning of every shift by: (1) Ensuring proper alignment and positioning of the camera. (2) Ensuring the date and time is correct. (3) Performing a functional test by activating the camera, synchronizing their mobile microphone, and stating their name, badge number and the date. The officer will then play back the recording to ensure the system recorded correctly and that the mobile microphone is synchronized to their system and recording.

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

On or about January 8, 2017, while handling a call for an alleged theft, Officer Grady Coleman told the complainant that he hates dealing with people who don't know the law. The complainant replied, "No wonder people hate cops." Officer Coleman then responded, "It's no wonder we hate citizens." Additionally, Officer Coleman did not verify functionality of the COBAN video system with a start-up test. No COBAN video for the contact was available.

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  
CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

04/12/17  
DATE



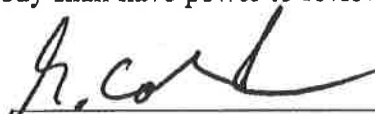
OFFICER GRADY COLEMAN, #1378  
SAN ANTONIO POLICE DEPARTMENT

4-14-17

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.



OFFICER GRADY COLEMAN, #1378  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

E. John 3220

TIME: 1403

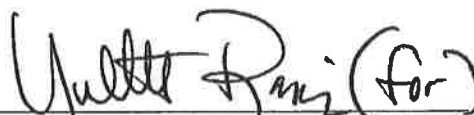
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M. M. 4024

TIME: 1403

DATE: 04/14/17

FILED on this the 20th day of April, 2017, with the Fire Fighters' and Police Officers' Civil Service Commission.



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

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