

Detective Xavier M. Cordero, #2149  
San Antonio Police Department  
San Antonio, Texas

RECEIVED  
CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPT.

2017 MAR 22 PM 1:48

LEGAL ADVISOR'S OFFICE  
MAR 22 2017  
SAN ANTONIO POLICE DEPARTMENT

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

### **AGREED SUSPENSION AND RELEASE AND SETTLEMENT AGREEMENT**

Commissioners and Detective Xavier M. Cordero:

**WHEREAS**, Detective Xavier M. Cordero, 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 December 8, 2016, with a contemplated indefinite suspension; and

**WHEREAS**, pursuant to said contract, Detective Cordero 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 Detective Cordero; and

**WHEREAS**, Detective Cordero and Chief McManus have agreed to reduce the discipline in this matter to a three-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Detective Cordero shall be suspended without pay from the San Antonio Police Department for a period of three days, commencing on April 9, 2017, and ending on April 11, 2017. Detective Cordero 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.

Detective Cordero 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 Detective Cordero 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 Detective Cordero has violated are as follows:

RECEIVED  
CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPT

RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC  
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.

2017 MAR 22 PM 1:48

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

On or about August 26, 2016, Detective Xavier M. Cordero became involved in a domestic disturbance with his [REDACTED] Law enforcement personnel were called to the address but Detective Cordero left the scene prior to their arrival. San Antonio Police Officers made contact with Detective Cordero, who agreed to turn himself in the following morning.

The following morning, August 27, 2016, Detective Xavier M. Cordero turned himself in at the Bexar County Jail where he was arrested. Formal criminal charges were never filed.

During the incident making the basis of his arrest, Detective Cordero failed to abide by the ordinary and reasonable rules of good conduct and behavior. His actions brought discredit both to himself and the department.

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

03/21/17  
DATE

  
DETECTIVE XAVIER M. CORDERO, #2149  
SAN ANTONIO POLICE DEPARTMENT

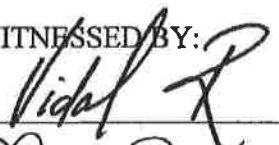
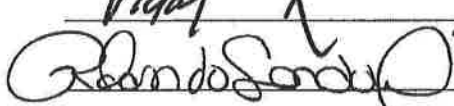
3.21.17, 2017 1430  
DATE TIME

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 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 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.

  
DETECTIVE XAVIER M. CORDERO, #2149  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:


TIME: 1430

DATE: 3-21-2017

TIME: 1430 hrs

DATE: 3-21-2017

FILED on this the 22nd day of March, 2017, with the Fire Fighters' and Police Officers' Civil Service Commission.

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

RECEIVED  
CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPT  
2017 MAR 22 PM 1:48