

## NOTICE OF FIVE DAY SUSPENSION WITHOUT PAY

CITY OF

SAN ANTONIO HR

FEB6 '18 2:11PM

Firefighter Ronald Bravo  
San Antonio Fire Department  
315 S. Santa Rosa  
San Antonio, Texas 78207

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

Commissioners and Firefighter Ronald Bravo:

Under and by the virtue of the authority vested in me by Chapter 143, Municipal Civil Service, Subtitle A, Title 5, V.T.C.A. Local Government Code, I do hereby suspend Firefighter Ronald Bravo from the San Antonio Fire Department without pay for a period of five days, beginning on the 6 day of February, 2018.

Firefighter Bravo has violated Subsection C of Rule XIII of the City of San Antonio Fire Fighters and Police Officers Civil Service Commission Rules which were adopted on February 23, 1998, by the Fire and Police 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 Firefighter Bravo and which are grounds for suspension are as follows:

Rule XIII, Subsection C(12): Violation of an applicable fire or police department rule, or special order.

The Rules and Regulations of the San Antonio Fire Department which Firefighter Bravo has violated were those approved by the Firemen's and Policemen's Civil Service Commission on February 10, 2003, to be effective March 7, 2003. The particular rules thereof which Firefighter Bravo has violated are as follows:

### 2.02 ABIDE BY LAWS AND DEPARTMENTAL ORDERS:

B. ORDERS, RULES, REGULATIONS, DIRECTIVES, POLICIES AND PROCEDURES: Members shall abide by the Rules and Regulations, Departmental roles and responsibilities, administrative orders, directives, policies and procedures of the San Antonio Fire Department.

3.01 CONDUCT AND BEHAVIOR: Members, whether on-duty 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.

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- 9.03 **REPORT OF ARREST, CRIMINAL CHARGE, OR INDICTMENT:** Any Member arrested, charged with or indicted for a federal, state (any state) or municipal offense (any municipality), must immediately provide the Office of the Fire Chief with written notification of such incident. The Member must provide the Office of the Fire Chief with the name of the arresting agency, a description of the nature of the charges, the date of the incident and the style, court and cause number of the charge or indictment, if any. This rule does not apply to non- alcohol or non-drug related traffic citations or parking violations.

The acts committed by Firefighter Bravo which violated the aforementioned Civil Service Rules and Fire Department Rules are as follows:

On or about Saturday, August 19, 2017, Firefighter Ronald Bravo was stopped by a San Antonio Police Officer on NE Loop 410 and McCullough while driving for failing to maintain a single lane. The officer administered the standard field sobriety tests which Firefighter Bravo failed. Firefighter Bravo was placed under arrest for suspicion of DWI and transported to the Magistrates Office. An on-duty judge filed his case "at large" and released Firefighter Bravo pending the results of a blood draw. Firefighter Bravo failed to report his arrest. Firefighter Bravo's actions tend to bring reproach upon himself and the San Antonio Fire Department.

Firefighter Bravo's violation of the cited rules is the basis for these charges and the reason for his five day suspension without pay.

An original of this disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

  
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Fire Chief Charles N. Hood

2/5/18  
\_\_\_\_\_  
Date

1500  
\_\_\_\_\_  
Time

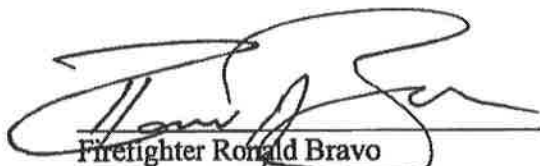
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**NOTICE OF RIGHT OF APPEAL**

I hereby acknowledge receipt of a copy of the foregoing five day suspension without pay and further acknowledge that I have been notified that I have ten days to file a written appeal of this suspension with the Fire Fighters' and Police Officers' Civil Service Commission for hearing before the Commission or an independent third party hearing examiner. I also understand that if I appeal to the hearing examiner, I waive all rights of appeal to a District Court, except as provided by subsection (j) of Section 143.057 of Title 5, V.T.C.A. Local Government Code.

  
Firefighter Ronald Bravo

2/5/18  
Date

15:00  
Time

WITNESSED BY:

  
Signature

2-5-18  
Date

15:00  
Time

FILED on this the 6<sup>th</sup> day of Feb, 2018, with the  
Fire Fighters' and Police Officers' Civil Service Commission.

  
Director, Fire Fighters' and Police  
Officers' Civil Service Commission