

Officer Alfred Flores, #1629
San Antonio Police Department
San Antonio, Texas

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

LEGAL ADVISOR'S OFFICE
FEB 05 2018
SAN ANTONIO POLICE DEPARTMENT
CITY OF

SAN ANTONIO HR
FEB6 '18 9:26AM

AGREED SUSPENSION

Commissioners and Officer Alfred Flores:

WHEREAS, Officer Alfred Flores, 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 30, 2017, with a contemplated indefinite suspension; and

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

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

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Flores shall be suspended without pay from the San Antonio Police Department for a period of ten days, commencing on February 20, 2018, and ending on March 1, 2018. Officer Flores 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 Flores 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 Flores 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 Flores has violated are as follows:

RULE 3.01 - ABIDE BY LAWS AND DEPARTMENTAL ORDERS (A) LAWS, ORDERS, RULES, REGULATIONS, AND PROCEDURES: Members shall abide by the laws of the United States and the State of Texas, ordinances of the City of San Antonio, and the departmental orders, rules, regulations, and procedures of the San Antonio Police Department.

RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC (C) 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.

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

On or about June 8, 2017, Officer Alfred Flores was involved in an off-duty disturbance with [REDACTED]. Officer Flores yelled profanities at [REDACTED] during this disturbance. Officer Flores' actions did not conform to the ordinary and reasonable rules of good conduct and behavior and/or brought reproach and discredit on himself and the San Antonio Police Department.

On or about June 8, 2017, Officer Alfred Flores was involved in an off-duty disturbance with [REDACTED]. During the course of the investigation, it was discovered through AVL records that Officer Flores left his assigned section on three separate dates: June 6, June 7, and June 8, 2017 to go to [REDACTED] while on duty. Officer Flores did not receive authorization from a supervisor to leave his assigned patrol section. This violates San Antonio Police Department Patrol Divisions Standard Operating Procedure 204.00 (.02 C) – Request permission from a supervisor to leave their assigned patrol section for reasons other than instruction of the dispatcher.

A copy of the instant disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

FEB 1 2018

AGREED TO BY: [Signature] _____ DATE _____
WILLIAM P. MCMANUS
CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT
[Signature] 1629 _____ 2-2-18 2257 hr
OFFICER ALFRED FLORES, #1629 DATE TIME
SAN ANTONIO POLICE DEPARTMENT

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

CITY OF SAN ANTONIO
NOTICE OF SUSPENSION


CITY OF
SAN ANTONIO HR
FEB6 '18 9:29AM

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Alfred Flores, #1629

UNIT OF ASSIGNMENT: SPT

JOB CLASS NO. AND DEPARTMENT: 0600 Police

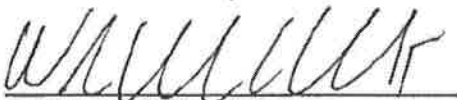
SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	02	01	18	02	20	18	03	01	18

NARRATIVE REMARKS: Agreed Ten-Day Suspension

AUTHORITY: Written Order of the Chief of Police


EMPLOYEE

2-2-18
DATE


DEPARTMENT HEAD

FEB 1 2018
DATE

LEGAL ADVISOR'S OFFICE

FEB 05 2018

SAN ANTONIO POLICE DEPARTMENT