

PERSONNEL ORDER 18-11

February 8, 2018

ATTENTION:

Probationary Officer Elliott Gangwer #1265 (PPC)

COPIES TO:

Assistant Chief A. Trevino (COB)
Deputy Chief G. Guzman (PNC)
Captain T. Powers (PPS)
Captain T. Vaughan (CTA)
Lieutenant S. Trujillo (CCT)
Payroll Services
Manpower Allocation
File

FEB12 '18 11:14AM

CITY OF

SAN ANTONIO HR

SUBJECT:

Termination

This letter is to notify you that the San Antonio Police Department is terminating your employment as a police officer effective February 8, 2018, for misconduct

On January 16, 2018, you provided a specimen as part of the mandatory drug testing policy outlined in Article 35 of the Collective Bargaining Agreement between the City of San Antonio and the San Antonio Police Officers Association. On January 23, 2018, the Department received notice that the specimen you submitted tested positive for marijuana.

As a result of a positive drug test, you were given the opportunity to send the specimen to an independent lab at your cost. You elected to send the specimen to an independent lab for testing. The independent lab reported that the results of this second test were positive for the presence of marijuana.

Pursuant to the Collective Bargaining Agreement, as a probationary officer, you can be disciplined or discharged without cause at my direction. My decision is not reviewable by an arbitrator, the San Antonio Police Officers and Firefighters Civil Service Commission, or any court.

Therefore, as a result of your actions, your employment as a police officer with the City of San Antonio is being terminated effective February 8, 2018.

William P. McMahon
William P. McMahon
Chief of Police

WPM:je

Acknowledged:

Elliott Gangwer
Probationary Officer Elliott Gangwer #1265

02/08/2018 1736
Date Time

Witnesses:

[Signature] 3158

2-8-18 1736
Date Time

[Signature] 3289

2-8-18 1736
Date Time

*rec'd by Susan Davis
for F+P Commission*