

CITY OF
SAN ANTONIO HR
MAY 3 '18 9:47AM

Detective Joshua J. Crumley, #2255
San Antonio Police Department
San Antonio, Texas

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

AGREED SUSPENSION

Commissioners and Detective Joshua J. Crumley:

WHEREAS, Detective Joshua J. Crumley, 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 April 12, 2018, with a one-day contemplated suspension; and

WHEREAS, pursuant to said contract, Detective Crumley 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 Crumley; and

WHEREAS, Detective Crumley and his then captain, Miles Earwood, 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 Detective Crumley shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on May 25, 2018, and ending on May 25, 2018. Detective Crumley 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 Crumley 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 Crumley 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 Crumley has violated are as follows:

LEGAL ADVISOR'S OFFICE

MAY 01 2018

SAN ANTONIO POLICE DEPARTMENT

PROCEDURE 402 – DIFFERENTIAL POLICE RESPONSE (.02) CALLS FOR SERVICE (CFS) REPORTING PROGRAM (D) Dispositions, N-Code Numbers and Statements: CO2 CLR TRAFFIC STOP-NO RPT: This disposition is used to clear the officer after he has completed a traffic stop and has NOT obtained a case number to write a report. Officer shall add comments to either the Call Screen or within the disposition comments box, to include actions taken and citations issued.

PROCEDURE 503 – OBTAINING AND EXECUTING ARREST WARRANTS (.01) INTRODUCTION (C) It is the duty of every officer to execute an arrest warrant in the manner provided by law, by the guidelines established in this procedure, and by adhering to each respective unit’s standard operating procedures. An officer does not refuse to execute a valid warrant on other than legal grounds.


PROCEDURE 618 – RACIAL/BIAS PROFILING/IMMIGRATION POLICY (.08) DATA COLLECTION (A) Racial Profile data must be collected on the operator of any motor vehicle stopped for an alleged violation of a law or ordinance. Officers who initiate a motor vehicle stop, which does not result in the production of an Incident or Offense report, shall document such occurrence by submitting one the following forms: (1) Traffic citation; (2) Traffic warning citation; (3) Curfew violation (Form 87-J15); (4) Field Interview (Form 2-3); (5) DWI report (Form 24-1A); or (6) Gang Contact Data Sheet (Form 2055-GCD).

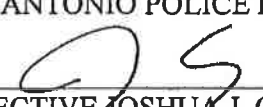
The factual basis for the instant disciplinary suspension is as follows:

On or about February 15, 2018, Detective Joshua J. Crumley failed to generate a Calls for Service (CFS) report on a traffic stop. Detective Crumley failed to document the racial profiling information for the stop and failed to arrest the driver for his three outstanding municipal court warrants.

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 F. MCMANUS
 CHIEF OF POLICE
 SAN ANTONIO POLICE DEPARTMENT

 2255
 DETECTIVE JOSHUA J. CRUMLEY, #2255
 SAN ANTONIO POLICE DEPARTMENT

APR 23 2018
 DATE

4.27.18 1724
 DATE TIME

CITY OF

SAN ANTONIO HR

MAY 3 '18 9:47AM

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.

JJ #2255

DETECTIVE JOSHUA J. CRUMLEY, #2255
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

<u><i>Ray L Smith 3247</i></u>	TIME: <u><i>1724</i></u>	DATE: <u><i>4-27-18</i></u>
<u><i>E. Hightower 4072</i></u>	TIME: <u><i>1724</i></u>	DATE: <u><i>4-27-18</i></u>

FILED on this the *3rd* day of *May*, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

Yvette Ramirez (for)
DIRECTOR, FIRE FIGHTERS AND POLICE OFFICERS' CIVIL SERVICE COMMISSION