

Officer Paul A. Trigo, #1536
San Antonio Police Department
San Antonio, Texas

CITY OF

SAN ANTONIO HR

MAR13 '18 11:15AM

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

AGREED SUSPENSION

Commissioners and Officer Paul A. Trigo:

WHEREAS, Officer Paul A. Trigo, 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 February 12, 2018, with a three-day contemplated suspension; and

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

WHEREAS, Officer Trigo and his captain, Patrick Murnin, have agreed and Chief McManus has approved of settling this matter with a three-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Trigo shall be suspended without pay from the San Antonio Police Department for a period of three days, commencing on March 18, 2018, and ending on March 20, 2018. Officer Trigo 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 Trigo 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 Trigo 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 Trigo has violated are as follows:

LEGAL ADVISOR'S OFFICE

MAR 12 2018

SAN ANTONIO POLICE DEPARTMENT

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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.

PROCEDURE 313 - USE OF CITY VEHICLES (.04)
AUTHORIZED USE (B) Members transport only authorized persons in a city vehicle.

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

On or about January 28, 2018, at approximately 5:05 p.m., Sergeant Monica Tedford observed Officer Paul A. Trigo's marked SAPD K9 vehicle parked in front of a vacant building located at 8364 Laser Road, behind the ITSD/Communications building. Sergeant Tedford then observed Officer Trigo and a female civilian employee walking towards the building. Sergeant Tedford then contacted Officer Trigo as he opened the front door of the building from inside after Sergeant Tedford observed him and the civilian inside the building. Upon questioning Officer Trigo's actions, he identified that the civilian was a friend and city employee who worked at Communications and that he had given her a ride from the Public Safety Answering Point (PSAP) in his assigned marked SAPD K9 vehicle. The city employee was immediately returned to the PSAP.

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

AGREED TO BY: WILLIAMS MAR 8 2018
WILLIAM P. MCMANUS DATE
CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

Paul A. Trigo 3-9-18 1440
OFFICER PAUL A. TRIGO, #1536 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 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

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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.

CITY OF

PA 1536
OFFICER PAUL A. TRIGO, #1536
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

[Signature] 5012 TIME: 1442 hrs DATE: 3-9-18
[Signature] 5015 TIME: 1444 DATE: 3-9-18

FILED on this the 13th day of March, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

[Signature] (Sr)
DIRECTOR, FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION