

Officer Zachary M. Gonzales, #0204
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
DEC 04 2017
SAN ANTONIO POLICE DEPARTMENT

CITY OF
SAN ANTONIO HR

Commissioners and Officer Zachary M. Gonzales:

DECS '17 10:09AM

Under and by virtue of the authority vested in me by Title 5, Subtitle A, Chapter 143 of the Local Government Code, V.T.C.S., said chapter entitled "Municipal Civil Service", I do hereby suspend Officer Zachary M. Gonzales from paid duty with the San Antonio Police Department for a period of one calendar day, commencing on December 16, 2017, and ending on December 16, 2017.

Officer Gonzales 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 rule violated by Officer Gonzales and ground for suspension is as follows:

- (12) Violation of an applicable fire or police department rule or special order.

The Rules and Regulations of the San Antonio Police Department which Officer Gonzales has violated are as follows:

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 20, 2017, Officer Zachary M. Gonzales was dispatched to a disturbance call at 5858 Sun Bay. After speaking with Complainant, Officer Gonzales went next door to speak with the other party, Mr. Bill Stark. Before reaching the door, Mr. Stark confronted Officer Gonzales and informed Officer Gonzales to get off his property unless he had a warrant. Officer Gonzales responded inappropriately to Mr. Stark's comments and negative attitude. Officer Gonzales cursed at Mr. Stark and used threatening language.

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

William P. McManus
WILLIAM P. MCMANUS, CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

NOV 30 2017
DATE
CITY OF
SAN ANTONIO HR
DEC 8 '17 10:10AM

I hereby acknowledge receipt of the original of the foregoing one-day 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 Code may have been modified by the provisions of article 28 of the Collective Bargaining Agreement by and between the City of San Antonio and the San Antonio Police Officers' Association.

Zachary M. Gonzales #204
OFFICER ZACHARY M. GONZALES, #0204
SAN ANTONIO POLICE DEPARTMENT

12-2-17
DATE
1720
TIME

WITNESSED BY:

[Signature] DATE: 12/2/17 TIME: 1720
[Signature] DATE: 12/2/17 TIME: 1720

FILED on this the 8th day of Dec., 2017, with the Fire Fighters' and Police Officers' Civil Service Commission.

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