

NOTICE OF INDEFINITE SUSPENSION WITHOUT PAY

CITY OF

SAN ANTONIO HR

JUN29 '18 2:36PM

Fire Engineer Steven Tejada
San Antonio Fire Department
315 S. Santa Rosa
San Antonio, Texas 78207

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

Commissioners and Fire Engineer Steven Tejada:

Under and by the virtue of the authority vested in me by Chapter 143, Municipal Civil Service, Subtitle A, Title 5, V.T.C.A. Local Government Code, I do hereby suspend Fire Engineer Steven Tejada from the San Antonio Fire Department without pay for an indefinite period, beginning on the 29 day of June, 2018.

Fire Engineer Tejada has violated Subsection C of Rule XIII of the City of San Antonio Fire Fighters and Police Officers Civil Service Commission Rules which were adopted on February 23, 1998, by the Fire and Police 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 Fire Engineer Tejada and which are grounds for suspension are as follows:

Rule XIII, Subsection C(12): Violation of an applicable fire or police department rule, or special order.

The Rules and Regulations of the San Antonio Fire Department which Fire Engineer Tejada has violated were those approved by the Firemen's and Policemen's Civil Service Commission on February 10, 2003, to be effective March 7, 2003. The particular rules thereof which Fire Engineer Tejada has violated are as follows:

2.02 ABIDE BY LAWS AND DEPARTMENTAL ORDERS:

- A. LAWS: Members shall abide by the laws of the United States and the State of Texas, and ordinances of the City of San Antonio.
- B. ORDERS, RULES, REGULATIONS, DIRECTIVES, POLICIES AND PROCEDURES: Members shall abide by the Rules and Regulations, Departmental roles and responsibilities, administrative orders, directives, policies and procedures of the San Antonio Fire Department.

3.01 CONDUCT AND BEHAVIOR: Members, whether on-duty 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.

4.07 NEGATIVE PUBLIC IMAGE: Members shall not engage in any activity tending to create a negative public perception of the Fire Department.

4.09 USE OF INTOXICANTS:

INTOXICATION: Members shall not at any time be intoxicated while on-duty. No Member shall report for duty exhibiting the odor of intoxicants, or any of the elements, effects, behavior or appearance of intoxication. Members shall not, under any circumstances, be intoxicated while in public to the extent that may damage the reputation of the Department.

The acts committed by Fire Engineer Tejeda which violated the aforementioned Civil Service Rules and Fire Department Rules are as follows:

On or about March 3, 2018, while off duty and driving eastbound near the 3500 block of Interstate Highway 10 West, Fire Engineer Steven Tejeda was arrested and booked for driving while intoxicated. A San Antonio Police Officer observed him drifting between lanes, failing to signal before changing lanes, and crossing a solid yellow line into the left shoulder of the highway. After the officer pulled Engineer Tejeda over, he admitted to ingesting four beers and a shot of alcohol after visiting two bars before driving. Field sobriety testing was administered to Engineer Tejeda, which he failed. When asked by the officer for a blood specimen, Engineer Tejeda refused. As such, a warrant was issued and his blood was drawn. Subsequent testing revealed Engineer Tejeda had a blood alcohol content of 0.124 which exceeded the legal limit of .08. His actions bring reproach upon himself and the San Antonio Fire Department.

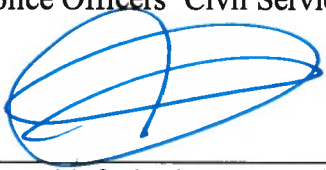
Fire Engineer Tejeda's violation of the cited rules is the basis for these charges and the reason for his indefinite suspension without pay.

An original of this disciplinary suspension order is being filed with the Fire Fighters' and Police Officers' Civil Service Commission.

CITY OF

SAN ANTONIO HR

JUN29 '18 2:37PM



Fire Chief Charles N. Hood

6/29/18
Date

1010
Time

NOTICE OF RIGHT OF APPEAL

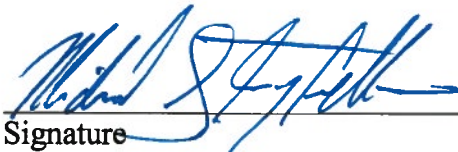
I hereby acknowledge receipt of a copy of the foregoing indefinite suspension without pay and further acknowledge that I have been notified that I have ten days to file a written appeal of this suspension with the Fire Fighters' and Police Officers' Civil Service Commission for hearing before the Commission or an independent third party hearing examiner. I also understand that if I appeal to the hearing examiner, I waive all rights of appeal to a District Court, except as provided by subsection (j) of Section 143.057 of Title 5, V.T.C.A. Local Government Code.


Fire Engineer Steven Tejada

6/29/18
Date

10:12
Time

WITNESSED BY:


Signature

6-29-18
Date

10:12
Time

FILED on this the 29th day of June, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.


Director, Fire Fighters' and Police
Officers' Civil Service Commission

RELEASE AND SETTLEMENT AGREEMENT

CITY OF
SAN ANTONIO HR

JUN29 '18 2:38PM

WHEREAS, Fire Engineer Steven Tejada was issued an indefinite suspension on 6/29, 2018, by Fire Chief Charles N. Hood for violations of civil service rules and regulations of the San Antonio Fire Department as stated in the notice of suspension; and

WHEREAS, Fire Engineer Steven Tejada has the right to appeal, but has not yet appealed, said suspension to the San Antonio Firefighters and Police Officers Civil Service Commission or a third-party arbitrator; and

WHEREAS, Chief Hood and Fire Engineer Steven Tejada have agreed to settle this disciplinary matter; **NOW THEREFORE:**

FOR AND IN CONSIDERATION OF THE AGREEMENTS CONTAINED HEREIN:

SECTION 1. Fire Engineer Steven Tejada admits that he violated the rules of the Fire Fighters' and Police Officers' Civil Service Commission and of the San Antonio Fire Department set out in the Notice of Proposed Indefinite Suspension issued on June 29, 2018, and admits to the truth of the facts stated in the factual basis in said notice of indefinite suspension.

SECTION 2. The aforementioned indefinite suspension without pay of Fire Engineer Steven Tejada is hereby reduced to a sixty day suspension without pay beginning June 30, 2018.

SECTION 3. Fire Engineer Steven Tejada agrees that within fourteen days of the beginning of the aforementioned sixty-day suspension, he will begin an appropriate rehabilitation program, as determined by a drug and/or alcohol abuse evaluation expert. Fire Engineer Steven Tejada shall provide verification, authored by the program administrator, of his successful completion of said program to the Fire Chief within fourteen days of completion of the program. The failure of Fire Engineer Steven Tejada to begin said program within the required time, to successfully complete said program, or to provide verification of his successful completion of said program to the Fire Chief within the required time shall constitute the resignation of Fire Engineer Steven Tejada from the San Antonio Fire Department and employment with the City of San Antonio. The requirements of this section shall be considered satisfied if Fire Engineer Tejada has begun an appropriate rehabilitation program, as determined by a drug and/or alcohol abuse evaluation expert, prior to the execution of this agreement, successfully completes said program, and provides verification, authored by the program administrator, of his successful completion of said program to the Fire Chief within fourteen days of the execution of this agreement or of the completion of the program, whichever occurs later.

SECTION 4. Fire Engineer Tejada agrees that, following completion of the rehabilitation program provided for in Section 3 of this agreement, he will submit to counseling with a mental health professional, at his own expense, as frequently as deemed necessary by said professional and until such time as that professional agrees that counseling is no longer needed. Said counseling shall begin within thirty days of the execution of this agreement or of the completion

of the rehabilitation program, whichever occurs later. Fire Engineer Tejeda agrees to authorize, in writing, said professional to report to the Fire Chief whether he has complied with the aforementioned requirements. Fire Engineer Tejeda shall provide a copy of said authorization to the Fire Chief within forty-five days of the execution of this agreement or of the completion of the rehabilitation program, whichever occurs later. The failure of Fire Engineer Tejeda to submit to counseling as frequently and for as long as deemed necessary, to begin counseling within the required time, or to provide the aforementioned authorization within the required time shall constitute the resignation of Fire Engineer Tejeda from the San Antonio Fire Department and employment with the City of San Antonio.

SECTION 5. Any arrest in any jurisdiction of Fire Engineer Tejeda for driving while intoxicated after the execution of this agreement shall constitute the resignation of Fire Engineer Tejeda from the San Antonio Fire Department and employment with the City of San Antonio.

SECTION 6. In addition to the reporting requirements of Sections 3 and 4 of this agreement, Fire Engineer Tejeda shall, on the tenth day of each month following the execution of this agreement, notify the Fire Chief, in writing, of the status of his efforts to comply with the requirements of Sections 3 and 4. This requirement shall remain in effect until such time as Fire Engineer Tejeda has fully complied with the requirements of Sections 3 and 4. Fire Engineer Tejeda agrees to the imposition of a five-day suspension without pay for any instance in which he fails to comply with this section. Fire Engineer Tejeda waives his right to appeal the imposition of discipline issued pursuant to this section and agrees that he will not file an appeal of any disciplinary action so taken.

SECTION 7. On or about March 3, 2018, Fire Engineer Tejeda was arrested by the San Antonio Police Department for driving while intoxicated. Fire Engineer Tejeda shall provide written notice to the Fire Chief of any hearing or proceeding, and the outcome of the hearing or proceeding, conducted in connection with the aforementioned criminal incident. Said notification must be provided within 10 business days after the hearing or proceeding. Additionally, Fire Engineer Tejeda shall provide written notice to the Fire Chief of any resolution, and the nature of the resolution, of any criminal prosecution pursued against him in connection with the aforementioned incident. Said notification must be provided within 10 business days after the resolution of the criminal prosecution. Fire Engineer Tejeda agrees to the imposition of a five-day suspension without pay for any instance in which he fails to comply with this section. Fire Engineer Tejeda waives his right to appeal the imposition of discipline issued pursuant to this section and agrees that he will not file an appeal of any disciplinary action so taken.

SECTION 8. IT IS FURTHER AGREED AND UNDERSTOOD THAT BY EXECUTION OF THIS AGREEMENT, AND IN CONSIDERATION OF SAID REDUCTION OF DISCIPLINE, FIRE ENGINEER STEVEN TEJEDA DOES HEREBY RELINQUISH AND WAIVE ANY RIGHT TO APPEAL SAID SUSPENSION TO THE FIREFIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION, A THIRD-PARTY ARBITRATOR, THE DISTRICT COURT, OR ANY OTHER COURT HAVING COMPETENT JURISDICTION AND THAT THIS AGREEMENT IS INTENDED TO BE A FULL AND FINAL SETTLEMENT OF ANY AND ALL CLAIMS,


DEMANDS, CAUSES OF ACTION, WHETHER KNOWN OR UNKNOWN, WHETHER ASSERTED OR NOT HAVING YET BEEN ASSERTED, ARISING OUT OF THE AFORESAID SUSPENSION.

SECTION 9. FIRE ENGINEER STEVEN TEJEDA, FOR HIMSELF, HIS HEIRS, EXECUTORS, AND ASSIGNS, DOES HEREBY RELEASE, DISCHARGE, AND ACQUIT THE CITY OF SAN ANTONIO, TEXAS, ITS SUCCESSORS, ASSIGNS, OFFICERS, AGENTS, SERVANTS, AND EMPLOYEES, AND CHARLES N. HOOD, HIS HEIRS, EXECUTORS, ASSIGNS, AGENTS, SERVANTS, AND EMPLOYEES, FROM ANY AND ALL ACTIONS, CAUSES OF ACTION, INCLUDING THOSE ARISING OUT OF CHAPTER 554 OF THE TEXAS GOVERNMENT CODE, CLAIMS, OR DEMANDS FOR DAMAGES, COSTS, EXPENSES, COMPENSATION, OR CONSEQUENTIAL DAMAGES, KNOWN OR UNKNOWN, ASSERTED OR NOT, ARISING OUT OF THE AFORESAID SUSPENSION.

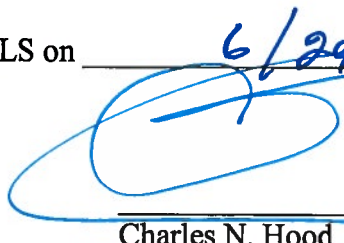
SECTION 10. Should there be any contention, now or in the future, that the terms of this agreement conflict with or are inconsistent with those of the Collective Bargaining Agreement between the City of San Antonio and Local 624 International Association of Fire Fighters, which was executed on June 27, 2011, Fire Engineer Steven Tejeda agrees that the provisions of this agreement prevail.

SECTION 11. Fire Engineer Tejeda acknowledges that he has been given an opportunity to review this agreement with the International Association of Fire Fighters, Local 624, and his attorney or other representative. Fire Engineer Tejeda acknowledges that he has carefully read this Release and Settlement Agreement, he knows and understands the contents of the agreement, and he is satisfied with the contents of the agreement.

EXECUTED IN DUPLICATE ORIGINALS on 6/29, 2018.



Steven Tejeda
Fire Engineer



Charles N. Hood
Fire Chief

6/29/18 Received by: Yvette Ramirez for FPC