

Officer Aaron M. Dial, #0584  
San Antonio Police Department  
San Antonio, Texas

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

CITY OF  
SAN ANTONIO HR  
JUL 9 '18 10:00AM

### AGREED SUSPENSION

Gentlemen and Officer Aaron M. Dial:

**WHEREAS**, Officer Aaron M. Dial, pursuant to Article XXVII, 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 May 26, 2018, with a contemplated five-day suspension; and

**WHEREAS**, pursuant to said contract, Officer Dial 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 Dial; and

**WHEREAS**, Officer Dial and Chief McManus have agreed that the discipline in this matter shall be a five-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Dial shall be suspended without pay from the San Antonio Police Department for a period of four days, commencing on July 7, 2018, and ending on July 10, 2018. The remaining one day of Officer Dial's five-day suspension shall be held in abeyance for a period of one year. If Officer Dial is not involved in a chargeable accident within one year of April 15, 2018, the remaining one day will be vacated. Officer Dial 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 Dial 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 Dial 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 Dial has violated are as follows:

**RULE 3.18 - CITY EQUIPMENT/PROPERTY (C) SAFE OPERATION OF VEHICLES:** City vehicles will be operated in a safe manner and in compliance with all traffic laws.

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

On or about April 15, 2018, at approximately 1:00 a.m., while on duty and operating a city-owned vehicle in the 4700 block of IH 35 N., Officer Aaron M. Dial negligently struck a vehicle.

LEGAL ADVISOR'S OFFICE  
JUL 09 2018  
SAN ANTONIO POLICE DEPARTMENT

The level of this suspension is based upon Officer Dial's cumulative point total for this accident and other chargeable accidents within the twenty-four month period prior to this accident as per Procedure 303.17 of the San Antonio Police Department General Manual.

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

AGREED TO BY:

[Signature]  
WILLIAM P. MCMANUS, CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

JUN 21 2018

DATE

A. Dial 584  
OFFICER AARON M. DIAL, #0584  
SAN ANTONIO POLICE DEPARTMENT

6/30/18 1817  
DATE TIME

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.

A. Dial 584  
OFFICER AARON M. DIAL, #0584  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

[Signature] TIME: 1817  
[Signature] TIME: 1818

DATE: 06/30/18  
DATE: 6/30/18

FILED on this the 9th day of July, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

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

CITY OF

SAN ANTONIO HR

JUL 3 '18 10:00AM

**CITY OF SAN ANTONIO  
NOTICE OF SUSPENSION**


CITY OF  
SAN ANTONIO HR  
JUL 9 '18 10:00AM

**\*OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME\***

EMPLOYEE NAME: Officer Aaron M. Dial, #0584

UNIT OF ASSIGNMENT: EPT

JOB CLASS NO. AND DEPARTMENT: 0600 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	06	18	18	07	07	18	07	10	18

NARRATIVE REMARKS: Agreed Four-Day Suspension

AUTHORITY: Written Order of the Chief of Police

A. Dial 584  
EMPLOYEE  
[Signature]  
DEPARTMENT HEAD

6/30/18  
DATE  
JUN 21 2018  
DATE

LEGAL ADVISOR'S OFFICE  
JUL 09 2018  
SAN ANTONIO POLICE DEPARTMENT

# LEAVE FORFEITURE FOR SUSPENSION REQUEST

CITY OF  
SAN ANTONIO HR  
JUL 9 '18 10:00AM

To: Chief of Police

From: A. Dial  
Officer's Name

587  
Badge Number

Date: 6/30/18

LEGAL ADVISOR'S OFFICE  
JUL 09 2018  
SAN ANTONIO POLICE DEPARTMENT

Copies to: Accounting, Budget and Personnel, Pension Board, File

TYPE OR PRINT ONLY- Use Ink

I, A. Dial, hereby agree to the 4 day disciplinary  
(Print Name)

suspension received on 6/21/18 and request to forfeit leave time in lieu of  
serving the disciplinary suspension.

Type of leave forfeited:

- ☐ Vacation  
☒ Compensatory Time  
☐ Holiday  
☐ Bonus Day

A. Dial 587  
Officer's Signature

6/30/18  
Date

Request Denied/Approved.

[Signature]  
Chief of Police

07/05/18  
Date

The Chief of Police is not prohibited from denying this request.