

Officer Jason Ramirez, #0488
San Antonio Police Department
San Antonio, Texas

JUL 11 '18 11:07AM
CITY OF
SAN ANTONIO HR

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

AGREED SUSPENSION

Commissioners and Officer Jason Ramirez:

WHEREAS, Officer Jason Ramirez, 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 June 23, 2018, with a two-day contemplated suspension; and

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

WHEREAS, Officer Ramirez and his captain, Randall Smith, have agreed and Chief McManus has approved of settling this matter with a two-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Ramirez shall be suspended without pay from the San Antonio Police Department for a period of two days, commencing on July 28, 2018, and ending on July 29, 2018. Officer Ramirez 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 Ramirez 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 Ramirez 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 Ramirez has violated are as follows:

LEGAL ADVISOR'S OFFICE

JUL 09 2018

SAN ANTONIO POLICE DEPARTMENT

RULE 4.12 - OFFICIAL REPORTS (B) SUBMISSION OF REPORTS: Members shall complete and submit all reports prior to going off-duty.

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

Officer Jason Ramirez has continually had problems submitting his reports in a timely manner. On or about May 13, 2018, Officer Jason Ramirez had the report responsibility on a use of force/felony arrest call. Officer Ramirez failed to submit the report before he went on vacation three days after the incident. The report was not submitted for more than two weeks after the incident. Supervisors have warned this officer many times in the past about his late reports. Officer Ramirez has had a carefree attitude about these warnings and appears to not take the warnings seriously. This attitude has been reflected in comments he has made through MDT messages.

JUL 11 '18 11:07AM

Officer Ramirez is a field training officer (FTO) and many reports submitted by his probationary officers have been incomplete and/or inaccurate. Officer Ramirez has admitted to supervisors that he often does not review his probationary officers' reports for accuracy or completeness. Officer Ramirez' issue with his reports has caused unnecessary work for his supervisors, who constantly have to monitor his work ethic.

CITY OF

SAN ANTONIO HR

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 P. MCMANUS
CHIEF OF POLICE
SAN ANTONIO POLICE DEPARTMENT

JUN 29 2018

DATE


OFFICER JASON RAMIREZ, #0488
SAN ANTONIO POLICE DEPARTMENT

7-6-18 608
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.

67 488
OFFICER JASON RAMIREZ, #0488
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

Alyma Campos
SA Ant #3240

TIME: 01007 hrs DATE: 7-6-18

TIME: 0609 DATE: 070618

FILED on this the 11 day of July, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

for Susana Juarez
DIRECTOR, FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION

JUL11 '18 11:07AM

CITY OF

SAN ANTONIO HR

**CITY OF SAN ANTONIO
NOTICE OF SUSPENSION**

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Jason Ramirez, #0488

UNIT OF ASSIGNMENT: SPA

JOB CLASS NO. AND DEPARTMENT: 0600 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
[REDACTED]	06	29	18	07	28	18	07	29	18

NARRATIVE REMARKS: Agreed Two-Day Suspension

AUTHORITY: Written Order of the Chief of Police

JUL 11 '18 11:07AM

CITY OF

SAN ANTONIO HR



EMPLOYEE



DEPARTMENT HEAD

7-6-18
DATE

JUN 29 2018
DATE

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