

Officer Stephanie M. Solis, #0155
San Antonio Police Department
San Antonio, Texas

CITY OF
SAN ANTONIO HR
JUL 19 '18 9:32AM

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

Commissioners and Officer Stephanie M. Solis:

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 Stephanie M. Solis from paid duty with the San Antonio Police Department, indefinitely, without pay, from her position as an officer of the San Antonio Police Department, effective immediately.

Officer Solis 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 Solis 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 Solis has violated are as follows:

RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC
Members shall serve the public through direction, counseling, assistance, and protection of life and property. Members shall also respect the rights of individuals and perform their services with honesty, sincerity, courage, and sound judgment. (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.

RULE 3.05 - PHYSICAL HYGIENE AND PSYCHOLOGICAL WELL-BEING (D) CONTROLLED SUBSTANCES: Members shall neither possess, use, nor distribute any substances regulated by the Controlled Substances Act, except possession related to official police duties or unless such use or possession is under the direction of a licensed physician.

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SAN ANTONIO POLICE DEPARTMENT

RULE 3.10 - CURRENT ADDRESS AND TELEPHONE: All members shall report to their immediate supervisor and to the Administrative Services, on any change of address and/or telephone number within two working days. Members shall have a working telephone available to them. Members may rely on a mobile phone as a means of being contacted for departmental, standby and/or call-back purposes.

PROCEDURE 309 – WEAPONS (.02) POLICY (A) Officers shall carry only approved weapons while on-duty or off-duty. The only time firearms not approved by the Department may be carried is for the purpose of participating in sporting/leisure activities (i.e., hunting, shooting competitions, etc.).

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

On or about January 18, 2018, a San Antonio Police Department officer was dispatched to the Macy's store located at 6301 N.W. Loop 410 due to a report of a female being detained for shoplifting and resisting detention and who was carrying a gun. Upon arrival, the dispatched officer found Officer Stephanie Solis (#0155) in handcuffs, being detained by the Loss Prevention staff. Officer Solis was wearing a shirt with an SAPD badge imprint on it. It was discovered that while Officer Solis was off duty and shopping inside the Macy's store, she was observed by Loss Prevention personnel taking items from the shelves/racks and placing them in a bag. Officer Solis was observed passing the check-out counter without paying for the items and was thereafter detained by Loss Prevention personnel after exiting the store. Officer Solis resisted detention by struggling with the Loss Prevention personnel, and in doing so, a firearm fell from her person, which was confiscated by Macy's personnel and presented to the dispatched SAPD officer upon his arrival. It was discovered that Officer Solis had secreted approximately \$438 worth of items before leaving the store without paying. Officer Solis was therefore placed under arrest for theft of property greater than \$100 but less than \$750, a Class B misdemeanor. That arrest is documented in SAPD Offense Case # 18011980. Officer Solis' actions did not conform to the ordinary and reasonable rules of good conduct and behavior and/or brought reproach and discredit to herself and the San Antonio Police Department.

During the search incident to the above stated arrest, Officer Solis was found to be in possession of the following drugs: (1)

Morphine (a Schedule 2 drug); (2) Tramadol (a Schedule 4 drug); and (3) Clonazepam (a Schedule 4 drug). Officer Solis was therefore charged with multiple Possession of a Controlled Substance offenses (see SAPD Offense Case # 18011980). Officer Solis' possession of each of the above listed drugs was not related to official police duties, nor was her possession of each of the above listed drugs under the direction of a licensed physician.

On or about March 22, 2018, during the SAPD's Administrative Investigation of Officer Solis' above stated arrest, it was discovered that Officer Solis failed to report her current residential address to her immediate supervisor and to the Administrative Services (within two working days) as required of all SAPD officers.

Further, during the SAPD's Administrative Investigation of Officer Solis' above stated arrest, it was discovered that the handgun (serial number US376098) Officer Solis had in her possession was not on file with the SAPD nor approved as an authorized off-duty weapon in violation of procedure.

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

Following separation from the Department, the training requirements to maintain an officer's peace officer's license for the current training cycle and unit are that officer's responsibility. An officer should refer to the TCOLE website <http://www.tcole.texas.gov/content/training-requirements> for further information and to establish a TCOLE account to review current training records.



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

JUL 18 2018
DATE

I hereby acknowledge receipt of the original of the foregoing indefinite 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

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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.

S. Solis 155
OFFICER STEPHANIE M. SOLIS, #0155
SAN ANTONIO POLICE DEPARTMENT

7/18/2018 1506 hrs
DATE TIME

WITNESSED BY:

C. [Signature] 3154 DATE: 7/18/2018 TIME: 1508 hrs

[Signature] 4008 DATE: 7/18/18 TIME: 1508 hrs

FILED on this the 19th day of July, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

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

CITY OF SAN ANTONIO
NOTICE OF SUSPENSION

CITY OF


SAN ANTONIO HR
11119 110 01700M

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Stephanie M. Solis, #0155


UNIT OF ASSIGNMENT: PPA

JOB CLASS NO. AND TITLE: 0600 Police

SAP NUMBER	TRANS. DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	07	18	18	07	19	18			

NARRATIVE REMARKS: Indefinite Suspension

AUTHORITY: Written Order of the Chief of Police


EMPLOYEE

7/18/2018
DATE


DEPARTMENT HEAD

JUL 18 2018
DATE

LEGAL ADVISOR'S OFFICE

JUL 18 2018

SAN ANTONIO POLICE DEPARTMENT