

Detective Alfred Flores, #2114  
San Antonio Police Department  
San Antonio, Texas

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

### AGREED SUSPENSION

Commissioners and Detective Alfred Flores:

**WHEREAS**, Detective Alfred Flores, 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 July 20, 2018, with a one-day contemplated suspension; and

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

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Detective Flores shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on August 24, 2018, and ending on August 24, 2018. Detective Flores 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.

Detective Flores 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 Detective Flores 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 Detective Flores has violated are as follows:

AUG22 '18 10:21AM

CITY OF

SAN ANTONIO HR

LEGAL ADVISOR'S OFFICE

AUG 20 2018

SAN ANTONIO POLICE DEPARTMENT

PROCEDURE 410 - BODY WORN CAMERAS (.06)  
RECORDING (D) Officers shall begin recording the following events and continue recording until the event is concluded; (Any deviations will require a supervisor's approval and must be documented in the Officer's video, report, or CFS comment entry field in accordance with Section .07 of this procedure).

SAN ANTONIO HR

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

CITY OF

AUG22 '18 10:21AM

On or about July 14, 2018, Detective Alfred Flores was on a code-1 call for a suspicious vehicle that was broke down on Applewhite Road. Detective Flores was speeding to get away from a vehicle that he believed had been tailgating him. Detective Flores' speeds returned to normal once he got away from the vehicle. Detective Flores said he thought he had turned on his body worn camera (BWC) when he received the call for the stalled vehicle. The BWC did not start until Detective Flores exited his vehicle and pointed his gun at the reporting person, who was driving the vehicle that had been following Detective Flores for about five miles. Detective Flores was in fear for his safety due to reporting person's previous behavior of tailgating him combined with being on a dark remote road. Detective Flores failed to activate his body worn camera when dispatched to a call for service.

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

AUG 14 2018

DATE



DETECTIVE ALFRED FLORES, #2114  
SAN ANTONIO POLICE DEPARTMENT

8-17-18 nw

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.




**CITY OF SAN ANTONIO  
NOTICE OF SUSPENSION**

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

EMPLOYEE NAME: Detective Alfred Flores, #2114



UNIT OF ASSIGNMENT: EPT

JOB CLASS NO. AND DEPARTMENT: 0603 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	08	13	18	08	24	18	08	24	18

NARRATIVE REMARKS: Agreed One-Day Suspension

AUTHORITY: Written Order of the Chief of Police

  
\_\_\_\_\_  
EMPLOYEE  
  
\_\_\_\_\_  
DEPARTMENT HEAD

8-17-18  
\_\_\_\_\_  
DATE  
'AUG 14 2018  
\_\_\_\_\_  
DATE

RUS22 '18 10:22AM  
CITY OF  
SAN ANTONIO HR

LEGAL ADVISOR'S OFFICE  
AUG 20 2018  
SAN ANTONIO POLICE DEPARTMENT

# LEAVE FORFEITURE FOR SUSPENSION REQUEST

To: Chief of Police

From: A. Flores 2114  
Officer's Name Badge Number

Date: 8-17-18

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

TYPE OR PRINT ONLY- Use Ink

I, Alexis Flores, hereby agree to the 1 day actual  
Suspension served on 7-20-18 and request to forfeit leave time in lieu of  
serving the disciplinary suspension.

Type of leave forfeited:

- Vacation
- Compensatory Time
- Holiday
- Bonus Day

[Signature] 2114  
Officer's Signature

8-17-18  
Date

Request Denied/Approved.  
[Signature]  
Chief of Police 8 AUG 20 2018  
Date

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

LEGAL ADVISOR'S OFFICE  
AUG 20 2018  
SAN ANTONIO POLICE DEPARTMENT

AUG22 18 10:22AM  
CITY OF  
SAN ANTONIO HR