

Officer Heidi L. Cruz, #0945
San Antonio Police Department
San Antonio, Texas

LEGAL ADVISOR'S OFFICE
OCT 08 2018

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

Commissioners and Officer Heidi L. Cruz:

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 Heidi L. Cruz from paid duty with the San Antonio Police Department for a period of one calendar day, commencing on October 27, 2018, and ending on October 27, 2018.

Officer Cruz 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 Cruz 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 Cruz 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 July 29, 2018, at approximately 7:00 p.m., while on duty and operating a city-owned vehicle at the intersection of El Paso Street and S. San Jacinto Street, Officer Heidi L. Cruz negligently collided with a vehicle.

The level of this suspension is based upon Officer Cruz'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.

SAN ANTONIO HR

CITY OF
OCT9 '18 9:18AM

OCT 02 2018


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

DATE

I hereby acknowledge receipt of the original of the foregoing one-day 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 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.

HS #945

OFFICER HEIDI L. CRUZ, #0945
SAN ANTONIO POLICE DEPARTMENT

10/7/18
DATE

1707
TIME

WITNESSED BY:

Alyssa Compeo ⁴⁰¹⁰ DATE: 10/7/18 TIME: 1709 hrs
3288 DATE: 10-7-18 TIME: 1709

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

f. [Signature]

DIRECTOR, FIRE FIGHTERS' AND POLICE
OFFICERS' CIVIL SERVICE COMMISSION

SAN ANTONIO HR
CITY OF
OCT9 '18 9:18AM


**CITY OF SAN ANTONIO
NOTICE OF SUSPENSION**

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Heidi L. Cruz, #0945

UNIT OF ASSIGNMENT: CPT

JOB CLASS NO. AND DEPARTMENT: 0600 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	10	02	18	10	27	18	10	27	18

NARRATIVE REMARKS: One-Day Suspension

AUTHORITY: Written Order of the Chief of Police

HS #945
EMPLOYEE

WPMULLS
DEPARTMENT HEAD

10/7/18
DATE

SAN ANTONIO HR
CITY OF
OCT 9 '18 9:18AM

OCT 02 2018
DATE

LEGAL ADVISOR'S OFFICE
OCT 08 2018
SAN ANTONIO POLICE DEPARTMENT

LEAVE FORFEITURE FOR SUSPENSION REQUEST

To: Chief of Police

From: Heidi Cruz

Officer's Name

945

Badge Number

Date: 10/7/18

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

TYPE OR PRINT ONLY- Use Ink

I, Heidi Cruz #945, hereby agree to the 1 day actual
Suspension served on 10-27-18 and request to forfeit leave time in lieu of
serving the disciplinary suspension.

Type of leave forfeited:

- ☐ Vacation
- ☐ Compensatory Time
- ☒ Holiday
- ☐ Bonus Day

HSC #945

Officer's Signature

10/7/18

Date

SAN ANTONIO HR
OCT 9 9:19AM

Request Denied/Approved

W.P. Valdez

Chief of Police

10/08/18

Date

LEGAL ADVISOR'S OFFICE

OCT 08 2018

SAN ANTONIO POLICE DEPARTMENT

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