

Officer Julie A. Cortez, #1605
San Antonio Police Department
San Antonio, Texas

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

NOV 29 '18 10:56AM
CITY OF
SAN ANTONIO TX

AGREED SUSPENSION

Commissioners and Officer Julie A. Cortez:

WHEREAS, Officer Julie A. Cortez, 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 November 8, 2018, with a one-day contemplated suspension; and

WHEREAS, Officer Cortez and her captain, Tracy Powers, 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 Officer Cortez shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on December 5, 2018, and ending on December 5, 2018. Officer Cortez 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 Cortez 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 Cortez 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 Cortez has violated are as follows:

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): (2) Upon reception of or response to CFS, whether dispatched or not.

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

On or about September 29, 2018, Officer Julie A. Cortez was assigned a Burglary of Vehicle in Progress call. Although Officer Cortez hastened to the call and made an arrest of the actively resisting and fleeing actor, she forgot to activate her body worn camera, a violation of the aforementioned procedure.

LEGAL ADVISOR'S OFFICE
NOV 26 2018
SAN ANTONIO POLICE DEPARTMENT

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

NOV 16 2018

DATE

Julie A. Cortez #1605
OFFICER JULIE A. CORTEZ, #1605
SAN ANTONIO POLICE DEPARTMENT

11-23-18 1226
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.

Julie A. Cortez #1605
OFFICER JULIE A. CORTEZ, #1605
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

Steve Byrnes #3138 TIME: 1226

DATE: 11-23-18

[Signature] TIME: 1226

DATE: 11-23-18

FILED on this the 29 day of November, 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 NOTICE OF SUSPENSION

OFFICER MUST SIGN THIS FORM EVEN IF FORFEITING TIME

EMPLOYEE NAME: Officer Julie A. Cortez, #1605

UNIT OF ASSIGNMENT: PPA

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]	11	15	18	12	05	18	12	05	18

NARRATIVE REMARKS: Agreed One-Day Suspension

AUTHORITY: Written Order of the Chief of Police

NOV 29 '18 10:56AM
CITY OF
SAN ANTONIO HR

Julie Cortez #1605
EMPLOYEE

11-23-18
DATE

[Signature]
DEPARTMENT HEAD

NOV 16 2018

DATE

LEGAL ADVISOR'S OFFICE

NOV 26 2018

SAN ANTONIO POLICE DEPARTMENT