

Officer Nathan D. Mejia, #1728  
San Antonio Police Department  
San Antonio, Texas

NOV 18 10:18AM  
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 Nathan D. Mejia:

**WHEREAS**, Officer Nathan D. Mejia, 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 September 21, 2018, with a contemplated indefinite suspension; and

**WHEREAS**, pursuant to said contract, Officer Mejia 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 Mejia; and

**WHEREAS**, Officer Mejia and Chief McManus have agreed to reduce the discipline in this matter to a thirty-day suspension without pay; **NOW THEREFORE**:

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Mejia shall be suspended without pay from the San Antonio Police Department for a period of thirty days, commencing on November 22, 2018, and ending on December 21, 2018. Officer Mejia 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 Mejia 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 Mejia 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 Mejia 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,

LEGAL ADVISOR'S OFFICE

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SAN ANTONIO POLICE DEPARTMENT

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 311- USE OF INTOXICANTS (B) INTOXICATION: Members shall not, at any time, be intoxicated while on-duty. Members shall not be intoxicated while in public view. No member, while off-duty, shall drink intoxicating beverages to an extent which renders them unfit to report for duty.

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

On April 24, 2018, at approximately 11:51 p.m., while in the 100 block of Lavaca, a San Antonio Independent School District (SAISD) Officer attempted to detain a male friend of Officer Nathan D. Mejia, #1728 (CFA), an off-duty SAPD Officer. Officer Mejia placed himself in the path of the SAISD Officer, which provided the friend to take the opportunity to leave before the SAISD officer could detain him. The Administration alleges that Officer Mejia's actions did not conform to the ordinary and reasonable rules of good conduct and behavior and/or brought reproach and discredit to himself and the San Antonio Police Department. Refer to SAPD case 18085328.

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During this contact, SAISD and SAPD personnel reported that Officer Mejia had slurred speech, was unsteady on his feet, and had an odor of intoxicants on his breath. It is alleged by the administration that Officer Mejia consumed alcoholic beverages to the extent which rendered him unfit to report for duty. Refer to SAPD case 18085328.

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

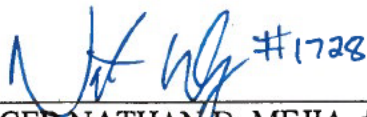
AGREED TO BY:



WILLIAM P. MCMANUS  
CHIEF OF POLICE  
SAN ANTONIO POLICE DEPARTMENT

NOV 02 2018

DATE



OFFICER NATHAN D. MEJIA, #1728  
SAN ANTONIO POLICE DEPARTMENT

NOV 02, 2018 11:45AM  
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 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 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.

N/A 40 #1728  
OFFICER NATHAN DOMEJIA, #1728  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

Carlos Garcia #4036  
[Signature] 4036

TIME: 11:51 Am DATE: 11-2-18  
TIME: 1152 DATE: 11/02/18

FILED on this the 5 day of November, 2018, with the Fire Fighters' and Police Officers' Civil Service Commission.

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

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CITY OF

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**CITY OF SAN ANTONIO  
NOTICE OF SUSPENSION**

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

EMPLOYEE NAME: Officer Nathan D. Mejia, #1728

UNIT OF ASSIGNMENT: CFA

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	31	18	11	22	18	12	21	18

NARRATIVE REMARKS: Agreed Thirty-Day Suspension

AUTHORITY: Written Order of the Chief of Police

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CITY OF  
SAN ANTONIO HR

Nathan D. Mejia #1728  
EMPLOYEE

[Signature]  
DEPARTMENT HEAD

Nov 02 2018  
DATE

NOV 02 2018  
DATE

LEGAL ADVISOR'S OFFICE  
NOV 02 2018  
SAN ANTONIO POLICE DEPARTMENT