

Officer Amanda Viera, #1594  
San Antonio Police Department  
San Antonio, Texas

CITY OF  
SAN ANTONIO HR

DEC 19 '18 12:28PM

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

### AGREED SUSPENSION

Commissioners and Officer Amanda Viera:

**WHEREAS**, Officer Amanda Viera, 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 15, 2018, with a one-day contemplated suspension; and

**WHEREAS**, Officer Viera and her captain, Chris Benavides, 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 Viera shall be suspended without pay from the San Antonio Police Department for a period of one day, commencing on January 7, 2019, and ending on January 7, 2019. Officer Viera 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 Viera 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 Viera 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 Viera has violated are as follows:

RULE 3.01 - ABIDE BY LAWS AND DEPARTMENTAL ORDERS  
(A) LAWS, ORDERS, RULES, REGULATIONS, AND PROCEDURES: Members shall abide by the laws of the United States and the State of Texas, ordinances of the City of San Antonio, and the departmental orders, rules, regulations, and procedures of the San Antonio Police Department.

RULE 3.04 - RESPONSIBILITY TO SERVE THE PUBLIC (G) MAINTENANCE OF COMPETENCY: Members shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions.

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

On or about September 5, 2018, Officer Amanda Viera failed to return a citizen's (Mr. Claus') driver's license and insurance card at the crash

LEGAL ADVISOR'S OFFICE

DEC 19 2018

SAN ANTONIO POLICE DEPARTMENT

scene and then made an inadequate effort returning it. Officer Viera also failed to check her mail box and return Mr. Claus' repeated calls, which is a violation of Traffic Standard Operating Procedure (SOP) 111.00.

CITY OF

SAN ANTONIO HR

DEC19 '18 12:28PM

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

AGREED TO BY:

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

DEC 13 2018  
DATE

AMANDA VIERA 1594  
OFFICER AMANDA VIERA, #1594  
SAN ANTONIO POLICE DEPARTMENT

12-19-18 0845  
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.

AMANDA VIERA 1594  
OFFICER AMANDA VIERA, #1594  
SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

[Signature] TIME: 0845  
[Signature] TIME: 0845

DATE: 12/19/18  
DATE: 12-19-18

FILED on this the 19th day of Dec., 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**


CITY OF  
SAN ANTONIO HR  
DEC19 '18 12:28PM

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

EMPLOYEE NAME: Officer Amanda Viera, #1594


UNIT OF ASSIGNMENT: TCB

JOB CLASS NO. AND DEPARTMENT: 0600 Police

| SAP<br>NUMBER   | TRANS DATE |    |    | BEGIN DATE |    |    | END DATE |    |    |
|---|------------|----|----|------------|----|----|----------|----|----|
|   | MO         | DA | YR | MO         | DA | YR | MO       | DA | YR |
|  | 12         | 13 | 18 | 01         | 07 | 19 | 01       | 07 | 19 |

NARRATIVE REMARKS: Agreed One-Day Suspension

AUTHORITY: Written Order of the Chief of Police

 1594  
EMPLOYEE

12-19-18  
DATE

  
DEPARTMENT HEAD

DEC 13 2018  
DATE

LEGAL ADVISOR'S OFFICE

DEC 19 2018

SAN ANTONIO POLICE DEPARTMENT