

Officer Jose R. Salinas, #1614  
San Antonio Police Department  
San Antonio, Texas

CITY OF  
SAN ANTONIO HR  
DEC19 '18 12:25PM

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

### AGREED SUSPENSION

Commissioners and Officer Jose R. Salinas

**WHEREAS**, Officer Jose R. Salinas, 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 23, 2018, with a contemplated indefinite suspension; and

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

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

The undersigned parties hereby enter into this suspension agreement wherein it is provided that Officer Salinas shall be suspended without pay from the San Antonio Police Department for a period of two days, commencing on January 4, 2019, and ending on January 5, 2019. Officer Salinas 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 Salinas 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 Salinas 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 Salinas has violated are as follows:

PROCEDURE 410 – BODY WORN CAMERAS (.06) RECORDING  
(F) (2) Officers may momentarily mute only: (a) Conversations that involve police and/or case tactics or strategy and; (b) Personal emergency matters of a sensitive nature (i.e. family emergency, medical emergency, catastrophic event).

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

LEGAL ADVISOR'S OFFICE  
DEC 18 2018  
SAN ANTONIO POLICE DEPARTMENT

On July 5, 2018, at approximately 4:16 a.m., Officer Jose R. Salinas, #1614 (CPC), was dispatched to 1216 San Luis Street for a disturbance (SAPD18040839). The Administration alleges that while still at the scene, Officer Salinas muted his Body Worn Camera while not in conversation involving police and/or case tactics strategy during a personal emergency matter of a sensitive nature.

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 DEC 13 2018

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

Jose Salinas 1614 12-17, 2018 1:40  
 OFFICER JOSE R. SALINAS, #1614 DATE TIME  
 SAN ANTONIO POLICE DEPARTMENT

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.

Jose Salinas 1614  
 OFFICER JOSE R. SALINAS, #1614  
 SAN ANTONIO POLICE DEPARTMENT

WITNESSED BY:

[Signature] TIME: 1340hrs DATE: 12/17/18  
[Signature] TIME: 1340 DATE: 12/17/18

FILED on this the 17th day of December, 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  
DEC 19 '18 12:25PM

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

EMPLOYEE NAME: Officer Jose R. Salinas, #1614

UNIT OF ASSIGNMENT: CPB

JOB CLASS NO. AND DEPARTMENT: 0600 Police

SAP NUMBER	TRANS DATE			BEGIN DATE			END DATE		
	MO	DA	YR	MO	DA	YR	MO	DA	YR
	12	13	18	01	04	19	01	05	19

NARRATIVE REMARKS: Agreed Two-Day Suspension

AUTHORITY: Written Order of the Chief of Police

  
EMPLOYEE

12-17-18  
DATE

  
DEPARTMENT HEAD

DEC 13 2018  
DATE

LEGAL ADVISOR'S OFFICE  
DEC 18 2018  
SAN ANTONIO POLICE DEPARTMENT

# LEAVE FORFEITURE FOR SUSPENSION REQUEST

LEGAL ADVISOR'S OFFICE  
DEC 18 2018  
SAN ANTONIO POLICE DEPARTMENT  
CITY OF  
DEC 18 2018 12:26 PM  
DEC 18 2018 12:26 PM

To: Chief of Police

From: Jose Salinas 1614  
Officer's Name Badge Number

Date: 12-17-18

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

TYPE OR PRINT ONLY- Use Ink

I, Jose R Salinas, hereby agree to the 2 day actual  
Suspension served on 4th & 5th January and request to forfeit leave time in lieu of  
serving the disciplinary suspension.

Type of leave forfeited:

- Vacation
- Compensatory Time
- Holiday SA
- Bonus Day

[Signature]  
Officer's Signature

12-17-18  
Date

Request Denied/Approved

[Signature]  
Chief of Police  
12/18/18  
Date

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